

3 steps to finding confidence _ Kris Kelso _ TEDxO

in 2007 at age 31 I started my first real business with no business training or education whatsoever I didn't even go to college and I knew there was a lot I didn't know so one evening I went to a large bookstore remember those that's how we used to buy books I bought a stack of books covering everything I thought I needed to know to run a small business marketing Finance sales contracts I read a book on writing contracts I've read them all and I just started a business and I got to work and those first few years especially I heard a lot of advice and there was one piece of advice that just kept coming up I I heard it from multiple people and that advice is fake it till you make it I'm going to be honest I do not like this advice in fact I think it's terrible advice and it's not just because I'm automatically skeptical of advice that

rhymes like like a stitch in time saves nine really does it does it really save nine or does it just save four but nine sounds better I digress there's several reasons why I think fake it till you make it is terrible advice the first is there's just an inherent deception in that that doesn't sit well with me it's dishonest and I would never advise someone to try to get ahead through deception another reason is that if you have any doubt about what you're trying to start if you have any worries or fears about being ill equipped or inadequate and especially if you wrestle with some form of impostor syndrome where you worry that your success may not be real or legitimate or or that you've just gotten by on luck or chance well then telling yourself to fake it not going to help you it calling yourself a fake is not going to boost your confidence it's going to erode your confidence but the third reason that I

don't like this advice is that when you're faking it you're acting like you don't need any help and if you act like you don't need help you may miss out on opportunities to get help you could set yourself back or at the very least move forward much slower than you should because you decide to fake it now I've experienced this myself I've started multiple businesses and I've changed Industries several times through my career from music to technology to leadership development in fact I love trying new things I love the learning that comes with it but that often means that I'm a little bit in over my head I'm figuring it out as I go and in those moments when I'm learning I'm tempted to fake it but here's what I noticed when I give into the temptation to fake it till I make it there's this Pride this even arrogance that develops as I'm trying to appear as competent and self assured as I can and that outward pride is really

just a mask for the inner insecurity for the fear that someone is going to figure out that I'm faking it and so I call this state of being proud insecurity where there's a big difference there's a big gap between how you're acting on the outside and how you feel on the inside and that Gap that distance between how you feel and how you're acting it it creates a lot of tension a lot of stress a lot of anxiety it can be exhausting it shows up in a lot of wasted effort and energy it's wasted on things like

managing your image and focusing too much on how you come across it's wasted on really overanalyzing situations and replaying conversations in your head again and again trying to figure out what others might be thinking it's wasted on trying to cover your flaws your mistakes anything you've done wrong and trying to appear that you have it all together and you're getting

it all right and this waste this wasted energy it's it doesn't just affect you as an individual it there's a cumulative effect imagine for a minute an entire organization of people who are faking it till they make it very little would actually get done the progress would be so slow and expectations would almost never be met take that a step further and imagine an entire community that is Faking it it could descend into chaos so it truly is a situation where what you think is helping you is not only not helping you it's potentially hurting you and the world around you so I asked myself one day if proud insecurity is so dangerous and potentially destructive then what's the opposite of that the opposite of proud insecurity is humble confidence now at first blush it may seem like humility and confidence are at odds with each other but they're not

opposites in fact they make really great Partners to understand this we have to make sure we have the right perspective on humility my favorite quote about humility comes from author Rick Warren who said humility is not thinking less of yourself it's thinking of yourself less see humility doesn't mean that you have a low opinion of yourself it just means that you quit worrying about what everyone thinks of you you quit managing your image and so in order to help you understand what humble confidence is I'm going to describe three humble confidence behaviors and the great thing about these behaviors is that there are choices you can make there habits you can form that will help you avoid the Trap of proud insecurity and walk in Humble confidence the first Behavior involves a very simple phrase although simple is not the same as easy all right as simple as this phrase

is it can be one of the hardest things to say and that phrase is I don't know see when you're stuck in proud insecurity it can be really hard to admit that you don't know something when someone asks you a question or they turn to you as if you're the expert the the Temptation is just to make something up to try to sound smart maybe it's just me but I've caught myself at times beginning to answer a question having no real idea where that answer is going to end up I just it's like I think I can talk my way there and the problem with doing that is you really paint yourself into a corner the moment you start sounding like an expert you put a lot of pressure on yourself to come up with the right answer even if you don't have it but by starting with I don't know you free yourself from the burden of having to fake it now the key to making this work is

that I don't know doesn't have to be the end of the sentence you can say things like I don't know though I have some ideas I don't know but I know someone who has the expertise we need I don't

know but but I have a black belt in Google search if you're on a team you can say I don't know but I bet we can figure it out and this is even more important for leaders because as a leader if you fake it people will assume you have the answers and they'll defer to you keeping their ideas to themselves but when you start with I don't know you invite other people to the conversation you get more from your team when you start with I don't know so the first habit of humble confidence is to say I don't know more often the second habit is to reorient the source of your confidence a number of years ago I was making one of those career transitions that I mentioned earlier I was moving from one kind of business to something very different and I confided in my

coach that I wasn't sure if I could make the switch and my coach a psychologist named Dr Roger Hall he taught me the difference between self-esteem and self-efficacy self-esteem he said it's largely emotional it's how you feel about yourself and your value but feelings are fickle they change easily and so they're not very reliable self-efficacy on the other hand is an honest assessment of your capabilities your track record and your resources and he challenged me in that moment to look back at all the times in my career I had started something new and been able to figure it out and eventually be successful and since then I've learned to draw my confidence not from having the answers but from my ability to go find the answers I'm a good learner I have a knack for figuring it out and so when I start something new I can be confident not because I've done this thing before

but because I've done so many other things before and as a result I can have the humility to admit that I don't have all the answers and I'm probably going to make some mistakes along the way but also have the confidence to know that I can and will ultimately be successful I can be confident that I have what it takes to experiment and learn my way to success without having to pretend that it's going to go perfectly so habit number one is to say I don't know more often habit number two is to reorient the source of your confidence from having the answers to your ability to find those answers and habit number three is to be more open about sharing your mistakes and failures but to reframe those as Lessons Learned there's a story that's been passed down by employees of IBM for decades about Tom Watson the founder of the company when he was running the business a long time ago and Tom Watson had called one of his salespeople into

his office to talk about a failed bid that was worth a million dollars that would be many times that amount in today's dollars so think about that for just a minute you've been called to the CEO's office to discuss your multi-million failure he walked in with his resignation letter and as The Story Goes Tom Watson took the letter and he looked at the man and he shook his head and he said why would we let you go we just invested a million dollars in your education see Tom Watson understood the valuable wisdom that can come through failure and he wasn't about to see that wisdom walk out the door and go to a competitor I've failed many times as an entrepreneur I've had some six figure failures in business and I've learned a lot in the process and I have a lot to offer but when I'm stuck

in proud insecurity there's a strong desire to sweep those failures under the rug to pretend they never happen and hope that

no one ever finds out but if I do that if I give in I rob myself and people around me from the valuable wisdom that comes with those failures so I've come to realize that failure is only truly failure if I learn nothing and humble confidence means being much more focused on the value of the learning than the embarrassment of the failure so now when I start something new I've determined there's only two possible outcomes I'm either going to succeed or I'm going to learn and neither one is bad so you see humble confidence works because humility doesn't mean having AOW opinion of yourself it just means that you quit managing your image you quit worrying about what everyone's thinking and confidence doesn't mean that you have all the answers or that you're going to get it perfect every time it's just believing that you have what it takes to learn your way through it to

find those answers and ultimately to be successful when you walk in Humble confidence there's no reason to fake it till you make it you can just skip the faking it and focus on making it thank you

3 tips to boost your confidence - TED-Ed Translator: Jennifer Cody Reviewer: Jessica Ruby When faced with a big challenge where potential failure seems to lurk at every corner, maybe you've heard this advice before: "Be more confident." And most likely, this is what you think when you hear it: "If only it were that simple." But what is confidence? Take the belief that you are valuable, worthwhile, and capable, also known as self-esteem, add in the optimism that comes when you are certain of your abilities, and then empowered by these, act courageously to face a challenge head-on. This is confidence. It turns thoughts into action. So where does confidence even come from? There are several factors that impact confidence. One: what you're born with,

such as your genes, which will impact things like the balance of neurochemicals in your brain. Two: how you're treated. This includes the social pressures of your environment. And three: the part you have control over, the choices you make, the risks you take, and how you think about and respond to challenges and setbacks. It isn't possible to completely untangle these three factors, but the personal choices we make certainly play a major role in confidence development. So, by keeping in mind a few practical tips, we do actually have the power to cultivate our own confidence. Tip 1: a quick fix. There are a few tricks that can give you an immediate confidence boost in the short term. Picture your success when you're beginning a difficult task, something as simple as listening to music

with deep bass; it can promote feelings of power. You can even strike a powerful pose or give yourself a pep talk. Tip two: believe in your ability to improve. If you're looking for a long-term change, consider the way you think about your abilities and talents. Do you think they are fixed at

birth, or that they can be developed, like a muscle? These beliefs matter because they can influence how you act when you're faced with setbacks. If you have a fixed mindset, meaning that you think your talents are locked in place, you might give up, assuming you've discovered something you're not very good at. But if you have a growth mindset and think your abilities can improve, a challenge is an opportunity to learn and grow. Neuroscience supports the growth mindset. The connections in your brain do get

stronger and grow with study and practice. It also turns out, on average, people who have a growth mindset are more successful, getting better grades, and doing better in the face of challenges. Tip three: practice failure. Face it, you're going to fail sometimes. Everyone does. J.K. Rowling was rejected by twelve different publishers before one picked up "Harry Potter." The Wright Brothers built on history's failed attempts at flight, including some of their own, before designing a successful airplane. Studies show that those who fail regularly and keep trying anyway are better equipped to respond to challenges and setbacks in a constructive way. They learn how to try different strategies, ask others for advice, and persevere. So, think of a challenge

you want to take on, realize it's not going to be easy, accept that you'll make mistakes, and be kind to yourself when you do. Give yourself a pep talk, stand up, and go for it. The excitement you'll feel knowing that whatever the result, you'll have gained greater knowledge and understanding. This is confidence.

30 seconds to mindfulness _ Phil Boissiere _ TEDxN

Reviewer: Eunice Tan Mindfulness. It's really become quite the buzzword in recent times even though mindfulness practices have been used for millennia. Most of us agree that mindfulness practices are a positive thing and would benefit our life. There's abundant research illustrating the positive effect that mindfulness practices have on quality of life, improved focus, and decreased stress. From Fortune 500 companies to elementary schools, mindfulness practices are being used every day in practical application and controlled studies with wonderful outcomes. Unfortunately, most of us tend to pump the brakes when we think about sequestering

even a small amount of time or a quiet space to practice mindfulness. You might think to yourself, "A quiet space? Ten minutes? What? Forget it. I don't have time." Out of survival in the moment, we allow screaming children, occupational pressures, general life stress, and technological distractions to consume our precious minutes. The result of brushing mindfulness practices aside is more stress and a decreased quality of life. What if I told you that the benefits of mindfulness could be obtained in as little as 30 seconds in almost any setting? You might think that I'm selling snake oil or, at a minimum,

it's too good to be true. The reality is it is true and is being done regularly by people that I've trained in the method that I'm about to share with you, ranging from elite athletes to doctors to parents. I first developed the technique I call "the 3x3 Method" when my daughter was about one year old. For those of you with children, you know that parenting brings great joy but also an incredible amount of stress. I found myself experiencing increased muscle tension, headaches, and anxiety as I rushed from home to work to home to the playground, to home to bed to work to home to the playground, and on and on the carousel went. I became extremely uncomfortable, and so I set out to do something about it. Now, as a psychotherapist working in the high-pressured environment of the Silicon Valley,

I am inherently passionate about mindfulness techniques. Thought I had it in the bag. I set out to give it a try. Unfortunately, I fell right into the "hurry, hurry, hurry, I don't have time" trap. What'd that get me? More stress, more headaches, more anxiety - the whole thing. I kept plugging along and still had very little positive result. So I thought, well, maybe I'll try and get some feedback. I wore a heart rate monitor to gauge my physical response to different techniques that I was trying. Kept plugging along and still was not having the type of result that I had hoped for until I paired one of the most basic breathing techniques alongside one of the most basic mindfulness techniques. That's when it clicked.

That was the game changer.

My heart rate began to drop consistently. My psychological responses to stressors in the environment were significantly altered. Thus, "The 3x3 Method" was born. The 3x3 Method is extremely simple. All you're going to do is identify one physical object in the environment, name it, and take one deep breath, and repeat it three times. Now, keep in mind, most everyone that I've trained in this model looked at me like I was spouting nonsense until they tried it. So you're not alone if you feel the same way, and don't worry, we're going to do it together in just a minute, okay? Want to do it together? Audience: Yeah. All right. So I want you to find - think of and find three physical objects in your environment. It can be anything:

it can be your desk, someone sitting next to you, your computer screen, a lamp. Literally anything. It's important not to fall into a particular trap that I've seen many people fall in, and that is to add subjective descriptors to the object, like that's my favorite stool or I really like Johnny. When we add these subjective descriptors, adjectives, etcetera, it brings about subtle emotional reactions that muddle the process. So you're simply going to say, "That's a stool." Nothing else. When you name the object, you're going to do so in your mind, not out loud. If you do this at work or on the bus or train, people might start to think, you know, you're having a little trouble that day. Okay? And when

you take your breath,

you're going to do so through your nose or mouth, whatever is comfortable for you. Ultimately, it is best if you choose the objects yourself, but for the sake of this talk and for us to do it together and things to be expeditious, I've picked out three objects for us: this pointer, that stool, and this screen. Ready to give it a try together? All right, here we go. That's a pointer. Take a deep breath.

That's a stool. Deep breath.

That's a screen. Another deep breath.

So, how do you feel? A little less stressed? A little more relaxed?

It's good, right? And it's insanely simple. I even use it at night if I wake up, worried about the children or work or whatever, and I can't get back to sleep. And you'd better believe that I was using it behind that curtain before coming out here today. Okay? Backstage, I even did what I call a "9x9," which is doing the process three times in a row, and you can do that too if you're ever in a tight spot

or coming out to give a TEDx Talk.

So when are you going to use the 3x3 Method in your life? We all experience repeated stressors in our daily lives that tax our ability to stay present in the current moment, focus, and manage our stress. I want you to take a moment to think about one of these repeated stressors that you experience.

It shouldn't be too hard. Everyone have something? Okay. So let's make a promise to each other: the next time that we experience one of these stressors, we'll use the 3x3 Method to try and manage it. Deal? Audience: Yeah. Great. So, what is the future of the 3x3 Method? The people who are using the 3x3 Method continue to inspire me in the myriad of situations and occupations and life settings in which they're using it. I have an elite runner using it during long races to keep stamina; a spine surgeon using it during complex procedures to stay calm; even a CEO using it right before making big decisions. Really, anyone can use it in almost any setting - from parents to business people to doctors to athletes.

It doesn't matter. Finally, the 3x3 Method can be used to help us avoid the ever-growing, addictive nature of the impulse to check our digital devices.

The next time that you're in line at the store and you have that urge to take your phone out and

check social media, send a text, read an email - don't. Use the 3x3 Method instead to bring yourself back to the current moment. Every moment has meaning. Time is precious. Don't miss out. Thank you for sharing this moment with me.

6 Tips on Being a Successful Entrepreneur _ John M In 1995, a graphic design teacher named Lynda Weinman, and also an aspiring entrepreneur, decided to get the website Lynda.com. She did so because she needed a sandbox to play in, with the new graphic-design tools, the digital tools that were being developed at that time: Photoshop, Illustrator and many more. And she needed a place to put her students' work so all could see it. Well, she put that website together, and the business began to grow. And in 2002, she discovered it could be much, much more, so she moved all of her teaching online. Later, the business was sold to LinkedIn, who renamed it LinkedIn Learning, sold for 1.5 billion US dollars. Lynda is the poster child for what I call the counterconventional mindsets of entrepreneurs.

So I want to tell you about these mindsets today, and here we go. So, number one, why do I call them counterconventional? First, these six mindsets run counter to the best practices, as we call them, that are done in big companies today. They fly in the face of much of what we teach at London Business School and other business schools about strategy, about marketing, about risk and about much more. Now, you might say, John, what do you mean by mindset? A mindset, of course, is up here, right? It's those things, attitudes, habits, thoughts, mental inclination which, when something comes our way, predetermines the response we make to that something that comes our way, and those somethings, as we entrepreneurs call them, are opportunities. So I want to tell you about these six mindsets, and the first one, I call "Yes, we can."

Now, B-school strategy 101 says the following: what we're supposed to do, in a company, is stick to our knitting. We've got to figure out what we're really good at -- we call them core competencies -- and we've got to build on them, invest in them, nurture them, make them more robust. And if somebody comes along and says, Can you do something different, that's outside of that? what are we supposed to say? "No, I'm sorry, we don't do that around here." Well ... A Brazilian entrepreneur named Arnold Correia built a wonderful business that, today, is called Atmo Digital, by disregarding those rules. He'd already reinvented his business twice, to become a major provider of event management and production services,

when one of his customers said to him, "You know, I have 260 stores scattered all around Brazil," and Brazil is a big country, "and I'd like to be able to broadcast training and motivational events to the stores in real time. So, Arnold, could we put televisions in the training room of all my stores, and could we build a satellite uplink so we can send all this wonderful stuff to the stores?" So what did he say? He said, Yes, we could do that, even though he knew nothing about satellite technology,

had never operated outside São Paulo, but he got it done. Then, several years later, some of the other customers, one of them in particular, Walmart, said, You know, its nice that we have all of these television screens in the back room of the store, but wouldn't it be cool if we had them on the sales floor? Because then, we could run advertising,

so when the customer walks down the aisle for detergent, perhaps there's an ad for Procter and Gamble's detergent in that aisle?" And what did Arnold say to that request? "Yes, we can do that." Over a period of years, Arnold reinvented his business, fundamentally, four different times, by saying, when a customer wanted something new that lay outside of his core competencies, "Yes, we can." The second one I want to tell you about, I call "problem-first, not product-first logic." So in big companies today, it's all about the products. So while I'm in the US, my family and I have used Tide, for many years, to wash our clothes. And we get a chuckle, every now and then, because we can tell a new brand manager has come along,

because what happens, they change the product, right? They take the blue speckles out of it and turn them green. And they call it "new, improved." Is this innovation, guys? I'm not so sure. Coca-Cola, what is there? There was Classic Coke, and then, there was New Coke. That didn't work out too well. Then, there was Diet Coke, Coke Zero and Vanilla Coke and Cherry Coke, lots of Cokes. I don't think this is what innovation is all about. But for entrepreneurs, we don't focus on products, we focus on problems. A guy named Jonathan Thorne developed a technology that did something very useful. This instrument you see in front of you is called a surgical forceps. It's the tool that almost every surgeon, in any kind of medical discipline, uses to do his or her work.

But there's a problem with these surgical forceps -- they stick to human tissue. So imagine you're having a facelift, and the plastic surgeon is doing the final touches, but the tissue sticks to the forceps. Maybe it's not going to look quite as good as it was supposed to look. And maybe the plastic surgeon is going to get a little frustrated, and it's going to take longer to do the work. And John said, "You know, that's a problem I think I can solve," with a new silver-nickel alloy that he had developed. It turned out the business didn't grow very fast, focusing on plastic surgeons. So he said, "I wonder if there's another surgical specialty that has an even bigger problem that I could solve," and he discovered one, and that's neurosurgeons.

And neurosurgeons work in two places on our bodies, in our spines and in our brain. So I hope you never have brain surgery, and I hope I never have it, but if they have to take a little tumor out, I hope the forceps don't stick to some other tissues, because I kind of want to keep all the brain cells I can, right? John Thorne built a fantastic business, sold it some years later to Stryker. Stryker is very happy, John and his investors are very happy too. Why? Because John focused on solving problems, not on thinking about products. The next one, I call it think narrow, not broad. Like John

Thorne, an entrepreneur I'm going to tell you about focused on a problem but thought very narrowly about the target market. But the big-company wisdom

doesn't want narrow target markets, it wants big target markets, right? Because you've got to move the needle. Why would a big company mess around with something small? Like John Thorne, Philip Knight and Bill Bowerman, when they founded Nike, a company we all know very well today, had identified a problem, but it was a problem that a very narrow target market had. Phil Knight was a runner, a distance runner, and he could run almost, not quite, a four-minute mile, and Bill Bowerman was his track coach. And there was a problem with their shoes, because running shoes, in those days, were really made for sprinters. And when sprinters train, they run around the track. It's a nice, smooth track. But distance runners don't run around tracks. Where do they run? They run on country paths and dirt roads,

and they're always stepping on sticks and rocks, and so they get sprained ankles. And they run mile after mile after mile, and they get shin splints. Well, Knight and Bowerman said, "We need better shoes, shoes that are made especially for distance runners, especially elite distance runners, who really train a whole lot. So we're going to build a better shoe that's going to have better lateral stability, a wider footbed. It's going to have a little more cushioning in it, to protect against those shin splints -- and by the way, if it's a little bit lighter-weight, a few ounces lighter, times all the steps in running a mile, or a two-mile, or a marathon, it's going to make for faster race times too. So we know what happened with Nike, right? Once they developed the skills

to design shoes explicitly made for a target market, a narrow one, and once they learned to import those shoes from Asia, and once they learned to get athletes to adopt those shoes, what did they do? Well, John McEnroe in tennis, Michael Jordan in basketball came next, and we know what the story is with Nike today. They're the global leader in athletic footwear and much more. OK, the next one -- asking for the cash, and riding the float. Big companies today are awash in cash. Even in these tricky times we are in today, there is cash all over the place, right? Merck, in 2018, spent all this money giving money back to shareholders through stock buybacks and dividends, and they could only find 10 billion worth of R and D to do, with all that cash. Is something wrong here?

I think this just doesn't feel right. But for entrepreneurs like Elon Musk and the Tesla team, cash is the lifeblood of the entrepreneurial venture. So when Musk joined the Tesla team, he said, "What's the plan here?" And that team had a plan, and it was to build a really fancy sports car, make a lot of money from that one, use that money to build a somewhat lower-priced car, make some money from that one, and then, we're going to build a mass-market car that more people can afford. And in so doing, we're going to make a real dent in the emissions problem that the global automobile industry creates. Well, what Musk said is, "Let's go see if we can sell some cars." So ... they did a little road

show in California, and they invited people,

on this little road show, with three characteristics. Number one, they cared about the environment. Number two, they were wealthy. And number three, they thought it might be cool to have the next big thing parked in their driveway. Well, guess what? They sold 100 Tesla Roadsters for 100,000 dollars each, cash on the barrelhead, paid tonight. How much? Do the math. How much money have they got to start building Roadsters? 10 million US dollars in the bank, in cash, before they had built Roadster number one. That principle has carried Tesla all the way through its journey. So when they introduced the Model 3, several years ago, nearly half a million consumers put down deposits of 1,000 dollars each. Do that math.

Half a million consumers, 1,000 dollars each -- half a billion dollars, in the bank, in cash, with which to begin doing the engineering, build the tooling, fit out the factory and more. Wouldn't you like to build your entrepreneurial venture with that kind of business model? OK, the next one. I call it beg, borrow, but please, please don't steal. In B-school finance, we teach our students how to analyze whether a project's any good. So you figure out how much investment you have to do, and then, you figure out what the cash flow is going to be, going forward, year after year, for five years, 10 years or whatever. And then, you ask yourself, "Well, is that return on that investment sufficient?" And if the ROI is good enough, then you do the project.

That's the idea. But for Tristram Mayhew, and Rebecca Mayhew, his wife, who built a wonderful business in the UK, called Go Ape, a treetop adventure business, they didn't think that way at all. They said, "We want to build a treetop adventure business, here in the UK." They'd seen one in France, that they liked, on a vacation. "So where can we get some trees?" Well ... Who's got trees in the UK? It turns out the UK Forestry Commission has trees in the UK, lots of them, in all these Forestry Commission sites, and the Forestry Commission was very interested in increasing their visitor count. Well, what better way to increase their visitor count than to have a Go Ape treetop adventure course on their land?

So what Tris and Becs essentially did was go to the Forestry Commission and say, "Look, if you'll give us a chance to build five of these and show you that it works, we'd like an exclusive for the rest of them, for 25 years." The deal was done. Today, there are more than 30 Go Ape adventure sites across the UK, there are a whole bunch of them in the US, and how did that happen? Because they borrowed most of the assets they needed. They borrowed the trees, they borrowed the loo, they borrowed the parking lots, all that stuff. All they had to do was put their kit on the trees. Pretty cool. Now, entrepreneurs and permission are kind of like oil and water. If you're an entrepreneur, you kind of know that, right? But in a big company today,

if you want to get something new done, something entrepreneurial, something that's maybe a little different than the norm, you've got to pass it through the lawyers first. Because there are a lot of regulations everywhere, and you don't want to do something that's going to land a top exec in jail. So it's really hard to get a "yes" answer to doing something that's new and innovative, and it takes a long time. But it's really easy to get a no. For entrepreneurs, however, like Travis Kalanick and Garrett Camp, who founded Uber, do you think they would have been wise to ask the permission of the San Francisco regulators? "Can we start a taxi company without any taxis?" No, maybe not, right? Because, had they asked, what do you think the regulators would have said?

"There's no way you're going to do that. That's going to threaten the current taxi industry." So entrepreneurs don't ask permission, they just get on with it. Now, I don't condone many of the things that Uber did, along their journey, many of them unethical, some of them, probably, illegal. But the principle of entrepreneurs just getting on with it, when the regulations are perhaps ambiguous or haven't considered what could be done today, digitally, that's when you get on with it. OK, so I want to close with four questions for you. Question number one: Which of these mindsets are embodied in you today -- maybe one or two of them already? Question number two: Which of the others can you learn? Are these learnable? I think they are. Question number three:

Can you teach these to somebody you work with, who has some challenges for which these mindsets might help? And, more pertinently today: Is there a challenge you face today for which one of these mindsets, or a couple of them, might help you get beyond the roadblocks you're facing with that challenge? OK, so there we go. Six counterconventional, break-the-rules mindsets that can help anyone, maybe you, change the world.

A 3-Step Guide to Believing in Yourself _ Sheryl L. I am an endangered species

But I sing no victim song. I am a woman. I am an artist. And I know where my voice ... belongs.

Now, you might have heard me sing that song. It was September 12th, 2022, right after Amy Poehler and Seth Meyers said, "And the winner is, Sheryl Lee Ralph!" What!? I had just won the Emmy Award for Best Supporting Actress in a comedy for my role as Mrs. Barbara Howard on your favorite TV show, "Abbott Elementary."

Oh, yes. And I was shocked.

As the children would say, shooketh into disbelief. Oh, my goodness, it was my first time at the Emmys and I won. Yes! And I got to tell you, in that moment, I was so stunned into disbelief that I don't know how I got up on the stage. There I was, just listening to that roar of applause. Mm mm

mm. And my whole career flashed right there in front of me. Starting with 19-year-old Sheryl Lee in her first movie being directed by the great Sidney Poitier. Oh, yeah, you can clap that.

Followed by ten years of no after no after no. Before the next film role came about. But I filled in that time with TV and more "nos" and more rejection until I made it big on Broadway

in what has become the iconic musical of the '80s, because I say so,

"Dreamgirls."

And boy, did I learn a lot of life lessons there. And I mean, after so many moments of doubt, disbelief, there I was, on that Emmy stage, with this huge sign in front of me flashing "Stop now," "Stop now," "Stop now." And I started to think, My God, what if I had stopped after all of those nos? What if I had stopped after all of those moments of feeling defeated? What if I had stopped? I wouldn't be standing there for that golden moment. But right now, many of us, we are feeling ... deeply challenged trying to hold on and believe in ourselves,

and I do not mean in a toxic way. I am talking about a way that comes from confidence, the kind of confidence that can keep us moving forward when we are feeling like we are carrying the weight of the pandemic, trying to figure out all of this political division, fighting all of the mental, physical, social violence in our homes, in our communities, to climate change, social media. It's a lot. Making it hard to believe in the goodness in the world. And harder still to believe in the goodness of ourselves. This is a rough time, people, and our mental health is suffering. We all need a checkup from the neck up.

And I don't mean -- yeah, it's OK. You feel me, thank you.

And I don't mean just medicine.

I actually mean reframing our thinking of our ability to believe in ourselves. Now I know, you see me on TV, in magazines, on movie screens, and you might be thinking to yourself, "What does she know about struggling to believe in herself?" Well, let me tell you something. I do not look like my journey.

Oh, I've been through a few things. And the struggle is real. But I have learned something in my life. That there are three things that we all must do in order to believe in ourselves. Number one. First, we need to see ourselves. I mean, really, truly, deeply see ourselves for who and what we are in order to believe in ourselves. I'm a child of the 60s, and that was hard. Oh.

In the third grade, I tested out of public school into a fancy private school where the only Black person I saw every day was the one who looked back at me in the mirror. I was by myself, and I was all alone. And the things that were said to me, and I'm not talking about just the kids, but the adults, too. And when I would come home from school crying the ugly cry, my immigrant Jamaican mother would sit me down in front of the mirror and ask me, "Do you see an N-word? Do you see a liar? Do you see a big-lip monkey? No! So dry your eyes. And when you go back to school, remember, you are rubber, they are glue. And every ignorant thing they say about you bounces off of you and sticks to them."

And I believed her. And it didn't hurt. So much. Because I believed. Number two. We've got to think. Think about ourselves in order to believe in ourselves. Growing up, my dad had a sign on his desk. And it said, "Think." "Think." Oh, I did not know how valuable and powerful the simple act of thinking was until I came back to Hollywood from my triumphant run on Broadway, and I had this meeting with a big studio Hollywood casting director. Oh, I was so excited. I walked in and he looked at me and he said, "Hm. Everybody knows you're a beautiful, talented Black girl. But what do I do with a beautiful, talented Black girl?"

Do I put you in a movie with Tom Cruise? Does he kiss you? Ugh. Who goes to see that movie?"

I could not believe that that man had just said that to me, to my face. And he hurt me. He hurt me so deeply, I was actually thinking about quitting. Until ... I started to think. And I thought about what he said. He said that everybody knew that I was a beautiful, talented Black girl.

And that I deserve to be cast in movies with the likes of Tom Cruise, and he should kiss me.

So what was meant to break me did not break me, it built me up. I believed that man, I believed what he said.

And I walked out of there giving myself permission to take up space in Hollywood, knowing that I belonged there no matter what anybody thought about me.

Thirdly. We've got to act like we believe in ourselves. Oh, yeah. Because when we believe in ourselves and act on it, we create possibilities that never would have been possible had we not just believed. OK, so I will tell you another story. I will never forget walking into one of those crowded Hollywood rooms, and I see Harry Thomason, producer Harry Thomason, who is married to Linda Bloodworth-Thomason, writer, creator of the series "Designing Women." I walk right up to Harry and I say, "How can it be, that after all of these years Anthony has not had

a relationship with a Black woman? After all, the show takes place in Atlanta, Georgia."

He looked at me, took a step back and said, "Who are you?" I said, "I'm Sheryl Lee Ralph." And he said, "OK. Have your people call my people and we will see what we can do." And guess what happened?

I got cast as Etienne Toussaint Bouvier, Las Vegas showgirl turned Anthony's wife for the final season of "Designing Women."

Oh, yeah. Against all odds, once again, I gave myself permission to take up space, believing that I belonged. I believed that if Sheryl Lee did the work of honing her craft, building solid relationships and stayed ready so she didn't have to get ready, anything was possible.

Heck, winning an Emmy. A Grammy. An Oscar. A Tony. EGOT it, baby.

So ... When you leave this room today, I challenge all of you to start a meaningful practice of looking in the mirror and loving what you see. Believe in what you see. If you can't love it, then respect it. And if you can't respect it, then encourage it. If you can't encourage it, empower it. And if you can't empower it, please be kind to it.

The greatest relationship, the greatest one you will ever have is with yourself. Believe me. Have faith in yourself. Believing that faith can make broken wings fly.

And we deserve to soar. Remember, maybe one of these days when you pass the mirror and you catch a glimpse of yourself, remember, I told you this. That is what believing looks like. And don't you ever, ever, ever give up on you. I am Sheryl Lee Ralph, and I love you just the way you are. Believe in yourself As I believe in you Thank you.

A Dynamic Prescription for Personal Growth _ Chris

thank you

everyone knows that Bruce Lee was one of the most amazing martial artists who ever walked the planet today I'd like to share with you one of the tools he used to get there when I was 17 and a half I began training in Bruce Lee's martial art of G condo in the backyard gym of Dan and assanto who was Lee's assistant instructor in Los Angeles and one of only three people authorized by him to teach the art for me it was like winning the lottery Bruce ignited my passion for martial arts when I was 11 years old and saw him in the Green Hornet television series six years later I was going to

actually be studying his art there was only one class it was a private training group limited to 12 people at a time and I was number 12.

Not only was I the youngest of the group by far even though I had several years of training and a couple of traditional Arts all of the other guys were high level martial artists most of them black belts a couple also had extensive backgrounds in Western boxing I'd read numerous articles about Jeetkundo or JKD as we refer to it but nothing prepared me for the reality of training in it we warmed up by skipping rope and Shadow Boxing then kicking and hitting training equipment such as Focus gloves kicking Shields heavy bags all of these things are commonplace in many martial arts schools today but they weren't back then this was followed by sparring full contact sparring wearing boxing gloves baseball shin guards groin protectors mouthpieces and Tennis Shoes in my previous training I'd learned all sorts of ornate martial art forms and I was taught all sorts of self-defense techniques that were supposedly

guaranteed to deal with any type of attacker but I'd never actually put them to the acid test by attempting to use them in freelance sparring and I found out very quickly it was an entirely different ball game most of the material I'd spent Years Learning didn't work under pressure and the result was that I got hit a lot it was rough going not to mention painful at times but the biggest obstacle I came face to face with when I began training was my own approach to learning which I developed as a kid in school and which was built primarily around rote memorization this worked fine in the other odds that I'd done in which things were put in nice neat little packages if the opponent does this you do this and this happens to them but it didn't work for JKD which is all about problem solving self-discovery and figuring out things for yourself rather

than relying on the instructor for answers my mind was not used to thinking that way I loved everything about JKD but my learning kept stalling and there were numerous times during the first several months of training when I questioned myself as to whether or not this was the right art for me one day following a particularly frustrating workout as I was taking off my training gear I glanced up at a large sign hanging on the wall of the gym upon which was printed one of the core credos of Jeetkundo it said the truth in combat is different for each individual in this style and was followed by four principles that Bruce developed and used in his approach and study of the martial arts I'd seen and read that sign dozens of times before and not really given it much thought but this time when I looked at it bam it was like a solid right hook punch to

my brain only instead of the lights going out they came on I knew in that moment that the four principles on that sign offered me the solution to my situation the first principle was research your own experience each training session was an experience for me so I began to look at them explore them assess them by asking myself questions such as what did this experience mean to me how did

it make me feel what purpose of or value does this experience hold for me I knew I had to be open and honest with myself let the experience speak to me and listen I also knew that I had to take full stock of the experience in its entirety not just the good parts or the parts I liked every experience was valuable to me

and offered me a way to discover myself and increase my self-knowledge the second principle was absorb what is useful now I understood that attempting to copy or imitate Bruce Lee or anybody else for that matter was definitely the wrong way to go but I also recognized that if I saw somebody do something that I thought could make me better or if I came across something that I felt had value with regard to my own training I should feel free to absorb it into my own personal structure integrate it with my being it could be something physical such as the incredible sense of timing that Daniel Lee my JKD big brother had when sparring or it could be mental such as the cool Detachment the Brazilian Jiu Jitsu Legend Hicks and Gracie demonstrated when fighting an opponent in the UFC it didn't even have to come from martial

arts exercise physiology psychology modern dance my guiding Maxim was it doesn't matter where it comes from if you understand it and you can use it it belongs to no one it's yours when I was considering absorbing something I'd break it down and analyze it what is it about this technique that makes it effective what makes this Training Method useful for me how will cultivating this mental attitude make me better I'd experiment with it and play around with it if need be once I understood how and why it was useful I could cultivate it refine it modified if needed and turn it into something that was of benefit to me on the flip side of absorb what is useful the third principle was reject what is useless which deals with refusing to accept

or letting go of something that's not useful to you or that's having an adverse effect upon you again this could be something physical or mental for me one of the hardest hurdles I had to overcome was mental see I was raised with the idea anything worth doing is worth doing right or well and I was continually being told that over time I became self-critical if I couldn't do something well or get something correct right away and that mindset was restricting me especially when it came to my training I realized I had a decision to make I could either hold on to that attitude and let it continue to cause me problems or I could dump it I chose to get rid of it but I knew also this was not something that I could do overnight so I cultivated my plan of action to detach myself from it over time it took a lot of work and a lot of effort

but I did it and the freedom it brought me was incredible the final principle was add what is specifically your own this one took a little more thought and introspection what could I bring to G condo that was specifically my own the answer was me I could bring my own attitude attributes and personal preferences to whatever I was doing I could put my own personal stamp on the art Infuse it

with my own thoughts ideas and points of view by doing this I would cultivate my own personal martial expression and that is what G condo is all about these four principles changed my mindset and helped me develop and cultivate a whole new approach to not only learning but living and I think that they are invaluable tools that you can use to help enhance your self-development they'll help you to explore yourself and

get in touch with yourself figure out what works for you and what doesn't what's useful to you and what's not and What Makes You unique as a person you can apply them to whatever's happening in your life whatever situation you find yourself in whatever problem or challenge you're dealing with when you put these principles to work for you your life will be richer and more rewarding you'll be willing to step out of your comfort zone explore your capabilities try new things and in the words of Bruce Lee honestly Express Yourself when you apply them to obstacles adversities or barriers you encounter they can help you turn stumbling blocks into Stepping Stones research your own experience absorb what is useful reject what is useless

add what is specifically your own four principles that offer you a dynamic prescription for personal growth thank you foreign

A More Human Approach to Productivity _ Chris Bail like you maybe um when I'm talking to somebody new one of the first things that they notice about me uh and maybe they say it to me maybe they don't is how big of a nerd I am and at first I was kind of put off by this label but over time I've come to embrace it in a way I never expected to uh now I'm a nerd about a lot of different things cosmology is one of them I I can watch hours of TED talks and lectures about cosmology and sometimes I do uh I'm a nerd about meditation I've been meditating for six or seven years this process of continually bringing your attention back to your breath it sounds so simple in theory but in practice it's one of the most difficult things and one of the most rewarding things in the world but the thing that I'm the most nerdy about and the most curious about is something that you probably wouldn't expect um and that idea is productivity and I don't mean productivity in kind of the

really businesslike sense where you boil your life down to a spreadsheet and really become all efficient and you fire up Excel to track your life I I mean productivity in the sense of making better use out of what limited time we have every day so we have more time for the things that are actually meaningful to us and uh I was fortunate enough you know I've been into this idea of productivity for about a decade and I was fortunate enough when I graduated University I received a couple full-time job offers because I was productive up to that point but I figured if there was a time in my life to do something meaningful with my time it was then and so I started looking at what other options I had um and productivity became one of the focuses um of that thinking you know if I was to experiment with one thing that really I wanted to dig deep into it was productivity this is a picture

of me that I refer back to quite often it's taken about a decade ago um I I I just realized right now I'm I'm wearing a Liverpool t-shirt I've never I

I keep referring back to this picture this is a revelation for me on stage um but I'm reading a book named The Joy of stress one of those corny books where the author puts a picture of himself on the cover and you know I've been into this idea of becoming more productive for about a decade and so I started to Crunch the numbers what would this productivity project look like and they weren't gray they were okay though I I had about 12 Grand that I had saved up up to that point mind you those are Canadian dollars so relative to most other currencies it's not as good but I figured that's about a grand a month and divided by 12 that that would get me 12 months of following my passion and so that's exactly what I did I brought this curiosity of productivity from the background in my life it had been following me up to that point to really the foreground of what I was doing and boy did I dive in deep I I poured over all of the academic literature I could find all the books I could possibly find about productivity um I interviewed My

Heroes the great in the productivity space uh some people have uh normal Heroes my heroes are productivity experts but but the thing that took the cake as being the most interesting for me and frankly kind of the weirdest uh were these productivity experiments that I conducted on myself where I used myself as a guinea pig to experiment with what it means to accomplish more over the course of the day and every single one of these I conducted dozens were designed so that I could push on the limits of how much I could accomplish uh or how much I can do both mentally and physically every single day and so I did everything you know to measure information overload it's kind of a boring topic and you know there's a lot of research about it but to measure that and to really test it and experiment with it I watched 70 hours of TED talks over the course of one week so 296 TED Talks um while doing things like taking more breaks and taking a siesta and even meditating to see how that impacted information

retention we're constantly connected I I don't have my phone up here on the stage um because my girlfriend says it looks bad in my pocket it's one of those big iPhones but maybe maybe you're on your phone right now um you know managing our attention is so difficult especially today when we have so many objects of attention that we can focus on and so to test that I used my smartphone for only an hour a day for three months and the first few weeks of that were hell let me tell you but after that it felt like I'd kind of cleared a bend and a whole new expanse of focus and creativity and productivity opened up for me uh people I think people are an underrated idea as it relates to productivity you know they're they're the most important part of our life and so do they affect our productivity I I measured that as well by living in isolation for 10 days cutting myself off from people which showed me that people are essential for being engaged with our work and being motivated in our work but people are also the reason uh

we have productivity in the first place they're what make it worthwhile uh to test working extreme hours I worked 90h hour weeks for an entire month alternating between working 90 hours one week then 20 then 90 then 20 there's this saying that the early bird gets the worm and so to put that to the test I woke up at 5:30 every morning for 3 months to see how that influenced my productivity and I absolutely hated that experiment you know it took me three months to shoehorn that habit into my life until I realized that I absolutely hated it you know I was less productive under these circumstances and that led me to a lot of curious research on how there's zero connection with your socio economic standing and what time you wake up at it's what we do with the hours of our day after we wake up that make the difference in how much we get done Fitness is another thing you know elevating our heart rate makes us more productive it lets us bring more energy to what we're doing and so to test that I gained 15 pounds of muscle

mass over the course of the productivity project um when I was finished you know I was fortunate enough to be able to have been invited to write a book about the productivity project with a big publisher and so they gave me 30 weeks to write it um they thought that was a really short time frame but I challenged myself you know to write a good book in a smaller amount of time so I ended up writing it in 24 but maybe the experiment that it's kind of a weird one this one um that takes the cake is teaching me the most about productivity is meditating for 35 hours over the course of a week you know I did as much productive work as I could as much research and interviews and writing during that week as well but you know meditation was this curious interest that kind of snowballed in tandem with productivity you know I've been into productivity for about a decade I've been experimenting with it but meditation has been in the background as well for the last six or seven years uh but when

you look at the two ideas productivity and meditation they seem to directly conflict with one another you know productivity of course we think about it as being doing as much as possible uh whereas meditation is about um not doing much at all and so you know it's kind of tough to admit but um a couple months into the productivity project I stopped meditating entirely but when I stopped so I could focus more on productivity I noticed that several things began to happen I became more stressed out especially in the first few months when I declined those jobs and frankly nobody was visiting my website more people visit now but the only people were my girlfriend my my family and that was about it and so it's so easy to to be hard on yourself in that process I became stressed out and that affected my productivity I had less energy and motivation because I didn't know when it was time to take a step back from my work to recharge I became distracted more because I couldn't focus well and I wasted more time because of

that um I became less focused and so I had to spend more time doing things because I brought less

attention to it I worked more often on autopilot and this is maybe the idea that impacted my productivity the most because I didn't work deliberately on what was actually important and I worked in response to the work that came my way I wasn't able to step back and think about what I actually wanted to be become more productive about in the first place and I even gained weight you know meditation and mindful eating uh were what allowed me to lose about 40 pounds several years ago I used to look a lot different than I do today and it's because I became deliberate about when I was eating um instead of eating on autopilot and so seeing these conditions were what motivated me to conduct this productivity experiment to meditate for 35 hours over the course of a week while trying to be as productive as possible in those situations um and so I did Sitting meditation you know where you maybe no I'm not going to do it where

where you sit down on a meditation cushion and you bring your attention to your breath um I did walking meditation where you bring your attention to your feet and whenever it wanders you bring it back I ate mindfully I did mindful chores and I noticed several curious things beginning to happen I felt less productive first of all because I was less busy than I was before this experiment but at the same time I brought this deliberateness to my work that I hadn't had before I worked with intention behind what I was doing and so even though I had less time to spend on my work I overcompensated by that by spending more attention and energy on my work instead and because of this I wrote a ton I wrote thousands of words that week and I earned that time back and I think this is one of the most crucial things that you can think about when it comes to your productivity is it's one thing to read about productivity but you have to make all that time back and then some or else you're basically just looking at productivity porn and there's

a lot of that out there but maybe the biggest idea that this experiment taught me was that productivity is so much more than just managing our time uh of course we all know the importance of managing our time but I would argue that there are other ingredients that deserve to sit on the same level as managing our time and our attention is one of them you know the more focused we bring to our work the more time the less time we have to spend on it and the less we're distracted the more we can hunker down on our work and get into these flow-like states where we forget what time it is and we become so immersed in what we're doing it doesn't matter how well we can manage our time if we can't also manage our attention and our energy is another idea that deserves to sit on that same level because if we're burnt out at 1: or 2 in the afternoon our productivity becomes toast you know if we don't freely step back to take breaks and recharge and interestingly during the project I found that every single thing

I researched or experimented with or interviewed somebody about fell into one of these three different categories and so I think productivity is the Confluence of all three but more than that and what this meditation experiment taught me even though it was a week you know looking back I still

get so many little nuggets of wisdom from it was that it doesn't matter how busy or efficient we are what matters is how much we accomplish at the end of the day that's what I think productivity is about and more than that it's about accomplishing what we intended to do in the first place and so if we intend to have a perfectly relaxing day on the beach and put our feet up and recharge and you know maybe listen to a few TED talks and and totally disconnect and then we do I would argue that we're perfectly productive and the same is true if we intend to have a really business-like day and submit a couple TPS reports whatever the heck those are and Ace a job

interview when we achieve what we intend to we perfectly productive and the best way to get there is to manage these three ingredients of productivity our time our attention and our energy I want to finish by giving you a few practical ways that fit in with this new way this more human way I think of looking at productivity so so much of the productivity proc project was this year-long idea of sifting out the stuff that works uh from the productivity porn the stuff that doesn't work um and I want to give you five to end off with you ready I'll do them rapid fire number one is the rule of three and the rule is very simple and it's a very simple intention setting rule every day and here it is at the start of the day you fast forward to the end of the day in your head and you ask yourself by the time the day is done what three main things will I want to have accomplished that's the rule it's so simple but it's almost stupidly simple to be honest with you but it lets you separate what's important from what

isn't and it only takes a few minutes you don't have to spend hours integrating a complex system into your life to managing what you have to get done the second one is to do one thing at a time this is the most important graph you'll ever see as it relates to your productivity the fewer things we try to do in the moment the more productive we become because we don't scatter our attention around in a thousand different directions at one time instead we Channel it with this laser likee focus at one thing at a time and that forces us to become more deliberate about what we're working on not only in general by setting these three daily intentions but also in the moment number three is a simple one but it's so powerful as well and it's to cultivate how much energy you have over the course of the day and this is common sense advice but Common Sense Unfortunately today when we're busier than ever isn't always common action and so doing the simple things like eating well getting putting

good fuel into our body and elevating our heart rate a few times every day and getting enough sleep you know sleep I see it as this way of exchanging our time for energy why wouldn't we want to get more of that number four is to disconnect from the internet um something interesting that I found with the highest performing Executives that I encountered during the productivity project was that they see the internet as a nicity instead of a necessity you know they focus on other things because the internet usually isn't where our most important work lies it lies in engineering a new product it

lies in doing things that actually change the world and this is one of my favorite stats as it relates to productivity the amount of time we spend on the internet procrastinating when we're connected to the internet we spend 47% of our time on the internet procrastinating uh which is insane you know things quite literally take twice as long when we're

connected and so when we disconnect deliberately especially when we hunker down on one of these three daily intentions um we can become that much more productive when we see productivity as how much we accomplish number five is another counterintuitive one but I haven't found anything better than it for my productivity and it's to day dream if you think to when your most brilliant light bulb insight hit you chances are you weren't hunkered down in your work or doing a thousand things at one time maybe you're were taking a shower and then boom you know from out of the blue an idea strikes you and you have to get out early to find a place to write it down maybe you're letting your mind rest and W when you're on a nature walk and maybe you left your phone at home you know it's in this mode that we connect the dots in our head there's a constellation of dots in our head that are waiting to be connected and we need to get into this daydreaming mode to do

it so I think this is especially today uh this is what productivity is meant to look like you know it's about this intention it's about this deliberateness and becoming easy on our on ourselves as we strive to get there uh because really the reason productivity is so crucial and so important in the first place is we only have so much time you know whether in general or whether every day and most days we feel that but when we manage our time our attention and our energy better uh we can accomplish so much more um especially when there's a intention behind what we do thank you

A Simple Strategy For Happiness _ Ashley Whillans Transcriber: Eunice Tan Reviewer: Tanya Cushman The people sitting in this room are some of the poorest in the world, and I can tell this without even looking at your bank account. What I'm referring to isn't a scarcity of money, but rather a scarcity of time. Over 80% of working Americans today report feeling time-poor, like they have too many things to do in a day and not enough time to do them. These rising rates of time poverty have crushing effects on our happiness, our social relationships, and our physical health. Time poverty silences our laughter, steals our joy, and depletes our personal well-being. So where do these feelings of time poverty come from, and what can we do to overcome them? The most obvious explanation for these rising rates of time poverty

is that we simply spend more time working or completing household chores than in previous decades. Yet there is very little evidence for this idea. Men and women have more time for leisure than they did in the 1950s, thanks in part to a few modern miracles. Instead, time poverty today is caused by our constant connection to technology. Our iPhones, tablets, and laptops create "time confetti" - fragmenting our leisure into small, distracted minutes of time that are easily squandered

and lost. My data suggests that time poverty is also caused by our obsession with work and making money. We are taught and incorrectly believe that money, not time, will bring greater happiness. Even people with 10 million dollars sitting in the bank make this mistake. We've all heard the saying "Money doesn't buy happiness," and it's true. The best data suggests

that money protects against sadness but doesn't buy joy. When our car breaks down, money provides a solution to this very specific stressor. Yet true happiness demands an investment of our attention and our time. OK, so if you're sitting here thinking, "Professor, tell me something I don't know," I get it. The solution to time poverty is simple: Make decisions that allow you to have more free time, even if it comes at the expense of working and making more money. I'm a happiness researcher. I've a PhD in behavioral science. I wrote a 150-page dissertation on the link between time-stress and unhappiness. My life's work thus far has taught me this one simple truth: Prioritizing time is really hard. Here are photos of me working while on vacation:

on the beach,

in the locker room of a spa.

In fact, the one time I was caught actually enjoying myself on vacation, my friend took this photo and posted it to social media with the caption "Proof you sometimes do things outside of the office!" as if to capture an event even more rare than seeing an elephant in the wild.

To be clear, these photos were not taken to memorialize perfect vacations - no. These photos are more like the Instagram equivalent of catching your doctor taking a smoke break before telling you that you have blocked arteries.

Just like we know that exercise is good for us, we know that time is our most valuable resource. And yet we fail to prioritize it,

undermining our happiness and health. So what can we do to overcome these overwhelming feelings of time poverty? I have the power to make you all less time-poor right now. It's true.

I could leave the stage and give you 4.75 minutes back.

But I'm not going to do that.

I don't trust you. You would squander that free time, perhaps by passively scrolling on your phone until the next talk starts, or if you're anything like me, answering just one more work email. It isn't our

fault that we fail to prioritize time or that we lose moments of free time. Our brains get in the way. Human beings are pretty much allergic to leisure. Researchers call this phenomenon

"idleness aversion." I mean, let's be real - when's the last time someone asked you what your plans were for today and you cheerily replied, "Nothing"? We also think we're going to have more time in the future than we do in the present. I like to call this bias the "Yes ... damn!" effect, and it works in life a little bit something like this. Monday: "Hey, Ash, can you help me move Saturday?" "No problem." Tuesday: "Hey, Ash, want to go to dinner on Saturday?" "Sounds great!" Wednesday: "Professor Whillans, I have a paper due Monday, and I would really appreciate your help on Saturday." "Of course!" Yes, yes, yes, yes, yes, yes, yes. Saturday - damn!

Oh, what was I thinking? When the future becomes the present, we often wish we could take back the things we said yes to. It is clear: Our societies and our minds are conspiring against us when it comes to time. We are taught that money is our most valuable resource, our free time becomes time confetti thanks to our constant connection to our cell phones, and we say yes way too often, in part because we think we're going to have more time in the future than we do in the present. But luckily for us, just like people who are physically fit, the time-rich among us make small, simple decisions in their everyday lives that allow them to have more and better time. The time-rich among us prioritize time over money. No matter how much money they make, they're willing to give up

some of their money in order to have more and better time. They're also likely to take all of their paid vacations. Now, this seems obvious, but many of us don't do it. If your boss were to put a giant stack of monies on the table in front of you, you wouldn't walk away from it. But by failing to take all of your paid vacation, that's essentially what you're doing: You're walking away from a gift of time. They also spend more time savoring their daily experiences. My collaborator and I have data showing that the French spend more time eating and are less stressed and happier as a result. In contrast, Americans spend more time choosing their food than actually enjoying it.

To be clear, scrolling Grubhub for hours is not a path to greater time affluence or happiness. They also spend time engaged each day

in activities that we know are good for happiness: socializing with friends and family, volunteering, and exercising, even if just for a few minutes. As it turns out, giving away our time for free by volunteering is one of the best ways to feel like we have more of it. Maybe they have more time for these activities because they're also willing to pay to outsource their most disliked tasks to others. My data suggests that simply spending as little as \$40 to outsource our most dreaded tasks to others can really pay off in terms of happiness and stress. Lastly, the time-rich among us keep time affluence to-do lists. Each day, we are rewarded with small moments of free time, like during our

morning commute or while standing in line at our local supermarket.

The time-rich among us don't squander this free time; they capitalize on it. They keep lists with activities that they can complete in these found moments, like texting their friend, calling their mom, or reading an e-book. So the next time you feel compelled to take that "What Celebrity Do I Look Like?" quiz on the internet, try texting your best friend instead. It can be hard to prioritize time, in part because unless we are paid by the hour, it isn't always easy to measure what the value of our time is worth. A \$10,000 raise is easy to understand. However, the value of an additional 30 minutes of free time isn't quite so simple. But we can make time-related choices easier for ourselves. I work at a business school, so the only way I can get my MBAs to care about happiness is if I put it in a currency

that they care about and understand: money. But what I use in these calculations isn't money per se but rather the income equivalent of happiness, or what I like to call "happiness dollars."

I define happiness dollars as the income equivalent of the happiness that you'd experience for making a time-related choice. Now, of course, the numbers that I get in these calculations will depend on how much money you make. And as it turns out, people who make less money actually benefit more from making time-related decisions. What we can see in these calculations is that simply shifting our mindset from prioritizing money to prioritizing time produces the happiness gain equivalent of making \$2,200 more per year. Outsourcing our most dreaded chores

to others might feel frivolous, but we can see here that it really pays off. Outsourcing our most disliked tasks, like housecleaning or grocery shopping, produces a happiness gain of making nearly \$13,000 more per year. And if we add up all of the activities that I just mentioned - vacation, savoring, spending more time engaged in happiness-producing activities, creating time affluence to-do lists - we can actually make ourselves happiness-rich. Who doesn't want that? OK, so I'm sure some of you are sitting here, thinking about how to game the system: "I'm just going to outsource my most disliked tasks to someone else and then spend this additional free time working and making money while all these other suckers focus on free time and happiness." Not so fast. Some activities are so unpleasant

that they actually feel like a pay cut. So if you spent all of your time that you gained by outsourcing your most disliked tasks to others working, this would actually produce a net loss in terms of happiness. It can be hard to wrap our minds around the concept of happiness dollars. We aren't used to thinking about our happiness in monetary terms. However, the purpose of this exercise is to see that being as careful with our time as we are with our money is an investment that can pay off for happiness. Time is hard to account for. It is easily spent, squandered, stolen, and lost. To

overcome our overwhelming feelings of time poverty, we need to start shifting our attention away from work and making money to having more and better time, such as by savoring our daily experiences, planning for our time as carefully as we plan our money,

and holding ourselves accountable, such as by creating time affluence to-do lists. Our happiness and the happiness of our planet depends on it. Thank you.

A guide to believing in yourself _but for real thi Transcriber: Mirjana utura Reviewer: Peter van de Ven I feel so fortunate to be here, you guys. I should let you know I'm not an academic - hell, I barely have a university diploma - but I have found myself in a very fortunate seat. I'm the showrunner of my own series. "Showrunner" is industry talk for a boss lady, hence the blazer. And even as I say it to you, it feels strange because it wasn't so long ago - four years now - that I felt completely powerless, and unqualified, and specifically like I didn't have a choice. Have you ever felt a tingle inside? That you were meant for more, that something outside of your prescribed life was calling to you, but you didn't feel entitled to it?

If so, don't sweat. I want to talk to you about the choice you have to grow outside of your comfort zone. See, I spent the majority of my adult life feeling like I had no choice. I lived in a constant state of rejection. I'm an actor. I spent my career going into rooms desperately trying to convince someone that I was the perfect version of that character, only to be told "no." I'm sure you're all thinking that acting is a very glamorous career. And the irony is the majority of creative types work a very small percentage of the time - if at all. So I got fed up. I mean, look, if I was trying to sell you this jumper and you said "no," I could blame the jumper. But when the product is yourself, it becomes harder and harder to sleep at night.

As passionate as I was about acting, I was so sick of feeling like I didn't have a say in my own career. So I did something that felt a little bit illegal. I started writing, not very well. And it felt like, I don't know, it felt like writing was meant for someone smarter than me, or more special than me. But I get these ideas, one in particular - little morsel. I had an idea for a medical dramedy that took place in a pediatric children's hospital. I know, hilarious.

And instead of giving it time to develop past its infancy stage, I pitched it to an industry veteran. And this guy - smart, hell of a resume - I really trust him. He's also a very good father. For those of you who know my dad, Ivan Reitman, you know he's considered one of the forefathers of comedy.

He's the dude who made Ghostbusters. Yes. And he's also here today. Happy birthday, Dad.

And I am so sorry for the story I'm about to tell you.

You see, if you know my dad at all, he is beyond blunt. Yeah. I'll never forget his face. He looked at me, right in the eyes, and said, "Catherine, a medical dramedy? Leave that to Aaron Sorkin." Those words on a loop reverberated through my brain for weeks: "Leave that to Aaron, leave that to Aaron, leave that to Aaron Sorkin." Ah, every time I went to brush my teeth: "Leave that to Aaron Sorkin."

Tried to parallel park my car: "Leave that to Aaron Sorkin."

Everything should be left to Aaron Sorkin, who, of course, is responsible for writing *The Newsroom*, and *The West Wing*, and more notably won an Oscar for *The Social Network*. Smart guy. But yeah, that shut me down. I released the idea back into the wild and felt shame for even stepping outside of my comfort zone. Now, if that moment is something you can relate to, where you suppressed your magic and you devalued yourself, I've got awesome news. That is an absolutely required moment in identifying the choice. I keep harping on about the choice because I find it very important to notice that there is one; I find that empowering. But before we take that step, let's just, for a second, examine what happens if you say "no" to the choice, because we do it all the time, right? You don't have to say "yes."

You can ignore your inner voice and listen to that more critical voice that's always running, right? "You're not smart enough. You're not special enough." Remember that teacher who didn't think much of you? That ex-boyfriend who thought you were a hack? He wasn't always wrong. And what if you fail? What would that feel like? Would it be that different than your current state of creative passivity? For me those two states were the same. The idea of writing something and not going anywhere - failing - and not writing because I was too afraid of failing was about equal. If you do fail, can you survive it? I think you can. Talk to someone on their deathbed. In 2011, Bronnie Ware published a book about her time as a palliative care nurse. She documented the five biggest regrets

of people on their deathbed. The number one regret of people about to pass away: "I wish I'd had the courage to live a life more true to myself and didn't worry so much about what others expected of me." So look, you can unpack that in a bunch of different ways, but for me the takeaway is that it is our duty to listen to our inner voice in order to be our truest self. So let's take a step to the edge for a second; let's just consider the uncomfortable. Now look, my Aaron Sorkin idea, Dad, wasn't there yet. But Aaron Sorkin didn't become Aaron Sorkin by allowing anyone who did something before him halt his development. Right? Granted, he's a white male, and that gave him opportunity, you bet. And that's not just my opinion; that's a statistical fact.

As a female showrunner, I frequently find myself in these conversations, talking about how key roles in the entertainment industry aren't going to women. It's why I make a practice of hiring

predominantly women even if their resumes don't support it yet. But guys, Aaron Sorkin is not the problem. He's merely the incumbent. He's currently holding office, which means you get to be the challenger. And yes - your path into the arena must be a challenge. And in order to do that, you got to enter the arena. That's where the choice comes into play. My path as the challenger started after I gave birth to my first son, Jackson. I went back to work too early. I say that because I had postpartum depression. And a few years ago, no one was really talking about postpartum depression,

because a lot of people associated it with the stigma that you were broken. Well, I was not broken, but I was experiencing a hormonal imbalance. I felt like I was having an identity crisis. I didn't feel like myself when I was with my son; I didn't feel like myself when I was at work, which made my first job back - shooting an independent film in Philadelphia - hard. You see, it also happened to fall on my first Mother's Day. I was away from my six-week-old son, surrounded by male comedians, and they started giving me hell, right? They are teasing me, saying that they'll send my son a Mother's Day card on my behalf. Would it be more intimate if they signed it "From the nanny"? Was my son calling ...

Was my son calling the nanny "mom" yet? As you can guess, I cried. I broke down right there. I still remember their faces, you know? It was so awkward, and painful, and silent, but there was also something really funny about it, but I didn't know it in the moment. I went back to my hotel room, and I called my husband - who's also my producing partner, smart guy - and he said, "You got to write this down. We watch TV all the time. When's the last time you saw this story? You can't be the only one experiencing this." There it was, right? The choice. And this time, god damn it, I said "yes." I wrote it; it fumbled out me. It was awkward and not perfect. And for those of you who are familiar with my series, *Workin' Moms*, you know that it is the finale

of the pilot episode, followed by my character personifying that moment by battle crying at a 900-pound grizzly bear. If you're now flirting with the idea of saying "yes" to the choice, I got two things for you. One - it's a lot of work. I don't want to downplay that. You're going to work. Two - that work has to be specific to you. You must cut your voice so sharply that it can be mistaken for nobody but you. *Workin' Moms* is that for me. I felt confident writing about what it was to be a working mother because I know how hard it is, I know how humiliating it is. I also know how luxurious it is. I get to leave my kid, kids now, and do something that's just for me. If you are considering saying "yes" to the choice, I don't want to burst your bubble, but others will too.

You're not the only one who's going to take a whack at it. When I first sold my series, it was actually to a US network. And because my resume had nothing on it, they attached another showrunner. And this guy, who by the way is still a friend of mine, really funny guy, his number one job was to

make sure that my show, *Workin' Moms*, was as relatable to as many people as possible. And in what world was a mother battle crying at a bear relatable? Was my show targeting mountaineer women? There it was again - that choice. I could stick to my guns and be deemed difficult, or I could trust his experience. I turned in the pilot to the network without the bear scene and a few other scenes that weren't so obviously funny. The network passed. Turns out, they had another working mother show in development,

that was very specific, very good, and also produced by Louis C.K., ironically, the incumbent or Aaron Sorkin of my actual genre. That lesson was a hard one but an important one. You see, if you're going to be brave enough to say "yes" to the choice, you must also have the courage to stick to your vision because it will be tested. The silver lining is the rights reverted back to me, and after several more passes, my show happened to cross the desk of the tastemaker and serious risk-taker, Sally Cato at the CBC. She green-lit the pilot to series. I remember sitting down with her the first time because she commented on how the show's specificity was so relatable to her. So perhaps being specific is actually very relatable. Look, you might watch this

and still not be ready to say "yes" to the choice. That is a very worthy part of the journey. Only you know when it's time to enter the arena. I just finished saying "yes" to my second season of the show.

And I'm about to start this process with a whole lot new show that is completely outside of my comfort zone. Dare I say it's outside of Aaron Sorkin's too?

Who, for the record, is a genius and doing just fine. Guys, whatever voice you've been gifted with - and it is a gift - I'm here not to encourage but to demand that you at least consider it. Because why not you, baby? Enter the arena. Thank you.

A scientific defense of spiritual _ religious fait stand on some of our major highs I want to start by asking you a question can a scientist be religious what do you think on the face of it it seems absurd why would someone wed to an naturalistic worldview who carefully collects and interprets empirical evidence believe in an invisible Supernatural agent in the sky it seems like belief in God contradicts reason and contradicts scientific principles and there are two very vocal groups of academics called the brights and the new atheists who have been arguing exactly that recently famous scientists Like Richard Dawkins and philosophers like Daniel dennet argued that religion is not only intellectually absurd but also a moral danger some data supports the view that belief in God contradicts reason countries in communities with higher IQ have lower Church attendance

and scientists tend to believe in God much less than the general population well this is all very well and I'm going to come back to it but the story I'm going to tell you is very different it's a story that

was surprising to me my research caused me to rethink what drives people to believe in or to have religious and spiritual faith it also Calla me to rethink the value of spirituality so what I'm going to tell you is a story that's driven by science which ends in philosophy but before we get started with that I want you to make you aware of a basic assumption it's an assumption that many scientists and philosophers hold to without even really being aware of it and it may well be an assumption that you hold to although there's really no reason to believe it that assumption is that all truths are comprehended by one single faculty of Reason in

physics there used to be a lot of talk about a grand unified theory one force that would explain every physical phenomena and there are still some physicists who work on this but many have seen how complicated these theories are they've seen the difficulties the failed attempts and have given up I don't know if there's going to be a grand unified theory in physics but what I do know is that the evidence is much stronger that we should give up on the idea that human understanding is unified since the 1970s psychologists have talked about different ways of thinking that tend to compete with each other this is called dual process Theory and psychologists often talk about intuition versus reason about Thinking Fast and thinking slow here is a classic example the Linda problem Linda is 31 years old sing sing Le outspoken and very bright she majored in philosophy as a student she was deeply concerned with issues of discrimination

and social justice and also participated in anti-nuclear demonstrations so let me ask you which do you think is more likely do you think Linda is a bank teller or do you think Linda is a bank teller and active in the feminist movement if you're like the vast majority of people 85% you'll go with the second option however according to probability Theory you would be wrong feminist bank tellers are a small subset of all bank tellers there are far few of them than of all bank tellers so there's really no way it could be more probable that Linda is a feminist bank teller than just a bank teller now traditionally psychology has thought of this problem as reflecting a fight between dumb intuition which quickly pulls us to the second option and true careful reason which slowly but inexorably brings us to the first option at least if you've studied probability Theory however there's other ways to look at this

problem and Steph J G the noted evolutionary biologist and author puts it this way I'm particularly fond of this example because I know that the second statement is least probable yet a little humulus in my head continues to jump up and down shouting at me but she just can't be a bank teller read the description we now know the psychologist got it at least slightly wrong and Gould basically got it right Neuroscience shows us that there's a fight between two types of Reason Not between dumb intuition and true reason but a a fight between two types of reason that are aimed at different types of Truth on the one hand there's cold detached logical analytic reason on the other hand there's a warmer fuzzier type of Social and emotional reason that leads to Insight or to put it in another way

there's a tension between scientific truth and social narrative truth Neuroscience shows us that these two types of thinking aren't just different aren't just distinct they fight with

each other all the time even when we're daydreaming even when we're sleeping the brain is actually organized in such a way to keep these two types of thinking separate and we naturally oscillate between them just like a seesaw so in my lab when we gave people scientific puzzles we saw that they gradually ramped up activity in the cool colored analytic brain areas but at the same time we saw that they rapidly suppressed activity in the warm colored empathetic brain areas and when we gave them social narratives again they gradually ramped up activity but now in the warm empathetic areas but at the same time they immediately suppressed activity in the cold analytic brain areas the way the brain handles these two types of thinking is rather like the way the brain handles a b stable image you can see either the duck or the rabbit but we can't see both at the same time and so it is with analytic and empathetic thinking you can think analytically you can think empathetically but you can't think both

ways at the same time we know that both of these networks comprise large parts of human neocortex in fact we found that the social narratives area was a little bit larger than the brain areas that we use for some science mathematics and logic both of them are highly evolved much larger than in other animals even controlling for brain size both of them and this contradicts the older psychological view are involved in slow deliberate or if you like in-depth thinking and this is important both are highly plastic highly modifiable meaning both can be educated in 1959 the chemist and novelist who was British Charles Percy snow gave a very influential lecture and in that lecture he talked about how academic and intellectual life was split into two cultures The Sciences and the humanities now at that time snow was worried that in Britain in the 50s the humanities were treated as too

important well I'm an academic in the United States of America who holds appointments in both Humanities and science departments and I can tell you that's not the problem today when I talk to the parents um of students who are worried about which major they should take and what the outcome may be for them later in life um that's not the concern they express in fact I I really believe that we need to think seriously about rebalancing our educational priorities there's so much focus on stem subjects and everyday life is so dominated by technology that our ability to engage in in-depth interpersonal narratives suffers and there's data to back this up there's been a frightening and precipitous drop in empathy and perspective taking in college undergraduates over the last few decades and that's a concern it's a concern in part because the science is absolutely clear about what matters most for not only your mental but also your physical health and that's your sense of social connection that's more important

than most of the risk factors you would think of as the most important like how much you exercise how heavy you are whether you smoke we know that the coherence of brain areas within that empathetic Network are similarly very important for mental and physical health and in fact when these networks aren't kept separate when the seesaw is broken that turns out to be one of the most consistent markers of mental disorder and it's also associated with low IQ so how does this relate to religion well the defining Mark of religion of all different types is spirituality that is moving away from thinking about material things which activates the cold Network and focusing on the spiritual and we know that prayer and religion Engage The empathetic Network work in terms of what's going on in the brain we can think of asking people to have faith in the Supernatural as asking them to push aside activity to turn down activity in

that cold Network and that's important because the way the brain is engineered means that that frees up the empathetic Network to allow people to gain social emotional and moral insights now the most famous moral philosopher to have ever lived 300 years ago had a similar Insight when he was talking about his own spiritual journey he said I had to lay knowledge in order to make room for Faith now let me be clear what K meant here he did not mean that he was willing to contradict scientific evidence in favor of religious Doctrine or Dogma as some creationists do today what he did mean was that he recognized the limits of science he accepted that some truths are not justified by evidence they're justified by something else by morality now that may seem a little crazy to some of you can of belief can a truth be justified by morality well it wasn't crazy to the founders of this country who said we hold these truths to be self-evident

that all men are created equal now this is not a claim that is justified by scientific evidence in fact neuroscience and psychology shows us very clearly that people are not equal they differ in their intellectual ability they differ in their emotional stability they differ in how empathetic and ethical they are this is not a scientific truth it's a moral truth and I think a very important moral truth as long as we accept that this applies to men and women science shows that religion is really beneficial for personal well-being Decades of research have shown so many positive effects of being religious people who are religious live 7 to 10 years longer than people who are not they have higher emotional intelligence they're better at emotional self-regulation and we know that this isn't just due to church attendance because people who attend church just for social reasons don't show these effects as strongly as people who actually Express belief in God we even know that religious IM imagery improves

emotional self-regulation in the non-religious so there's lots of evidence that would suggest it's a good idea for your sake to be religious but my work was also pushing me towards something more than that that spirituality is good not just for you but for those around you for Society at large my theory predicts that if you have spiritual or religious faith that will make you care more about others

so a few years ago we set out to try and test this and we ended up doing nine different experiments involving thousands of participants from all over the world people of different religions although largely the major monotheistic religions and we measured not only their belief in God or a universal Spirit but we also measured their analytic thinking ability and we measured how empathetic they are how much they care about other people and we found something just like I showed you at the start that the higher your analytic ability the less you tend to believe in God but we also

found something twice as strong which is that the more you care about other people the more you do believe in God so to put this a little crudely if we compare the dumbest and nastiest people with the smartest and kindest in fact the smartest and kindest believe um or in God small effect we we also did a number of other tests that contradict some of the things that the new atheists have claimed we found that religious belief isn't driven by loneliness or depression it isn't driven by a desire for comfort and it doesn't drive people to identify or sympathize less with people very different from them in fact we found exactly the reverse that people who are religious identify more with all of humanity even the friends of more religious people thought they were Kinder more tolerant and better listeners and that was an effect we found in addition to the person themselves expressing more concern for others perhaps the most surprising

effect certainly surprising to me was we found this relationship between empathy and religion holds even for the most dogmatic Believers that's a personality characteristic that we found to correlate highly with fundamentalism within the religious more dogmatic religious people are actually slightly more pro-social than less dogmatic religious people but here's what's really curious is that the reverse holds for those who don't believe in God if you don't believe in God the more dogmatic you are in your beliefs the more your personality resembles that of a psychopath now this doesn't look great for the brights and the new atheists but I'm really not here to poke fun at them because they raise a really interesting and really important intellectual Point what I've told you is that spiritual or religious Faith asks us to push aside scientific thinking so does that mean that science and religion are fundamentally oppos used well I think if you if you look at the

Neuroscience carefully it actually tells you exactly the reverse the healthy brain is constructed so we don't confuse these two types of thinking we don't allow them to interfere with each other and that pushes to a philosophical conclusion that scientific truth and social narrative truth are fundamentally distinct the brain is structured so that they can and should happily live apart okay so let's get back to the starting question can a scientist be religious well obviously they can be many of the greatest and most influential scientists throughout history have been or are religious but that's not really the interesting question the interesting question is does it make sense to believe in science and religion and I think the ne Neuroscience tells us that it can make sense what the science tells us is that our brains are remarkable but they're not perfect they don't quite live up to the rationalist ideal instead

our brain like every other part of our body has limitations as a result we have two

quite different ways of understanding the world and our neural architecture has evolved to keep these two very different types of understanding distinct so they don't interfere with each other so what am I really trying to tell you here am I trying to tell you that you should be religious no religion and spirit spirituality a one way to help balance your brain in a way that corrects a troubling imbalance in our current culture but I don't think they're the only way becoming a student of history of anthropology of great art and great literature those are other ways to correct the balance I only suggest that you are open to spiritual and religious thought and what insights it can offer you the two points I really want you to take home from this are this first I want you to realize there is a fundamental difference between scientific understanding on the one hand and understanding what it means to be human

and in particular what it means to be an ethical human on the other you shouldn't confuse them realize they're distinct they can be of course related to each other but we need to start with the recognition they're distinct and second I want to suggest to you it's a good idea to try to develop and use every part of your brain as can't discovered in his own personal Journey it's a good idea to leave a little room for the alternative perspective to flourish beyond that I think you should figure out what you do and don't believe for yourself thank you!

A simple way to break a bad habit _ Judson Brewer When I was first learning to meditate, the instruction was to simply pay attention to my breath, and when my mind wandered, to bring it back. Sounded simple enough. Yet I'd sit on these silent retreats, sweating through T-shirts in the middle of winter. I'd take naps every chance I got because it was really hard work. Actually, it was exhausting. The instruction was simple enough but I was missing something really important. So why is it so hard to pay attention? Well, studies show that even when we're really trying to pay attention to something -- like maybe this talk -- at some point, about half of us will drift off into a daydream, or have this urge to check our Twitter feed.

So what's going on here? It turns out that we're fighting one of the most evolutionarily-conserved learning processes currently known in science, one that's conserved back to the most basic nervous systems known to man. This reward-based learning process is called positive and negative reinforcement, and basically goes like this. We see some food that looks good, our brain says, "Calories! ... Survival!" We eat the food, we taste it -- it tastes good. And especially with sugar, our bodies send a signal to our brain that says, "Remember what you're eating and where you found it." We lay down this context-dependent memory and learn to repeat the process next time. See food, eat food, feel good, repeat. Trigger, behavior, reward.

Simple, right? Well, after a while, our creative brains say, "You know what? You can use this for more than just remembering where food is. You know, next time you feel bad, why don't you try eating something good so you'll feel better?" We thank our brains for the great idea, try this and quickly learn that if we eat chocolate or ice cream when we're mad or sad, we feel better. Same process, just a different trigger. Instead of this hunger signal coming from our stomach, this emotional signal -- feeling sad -- triggers that urge to eat. Maybe in our teenage years, we were a nerd at school, and we see those rebel kids outside smoking and we think, "Hey, I want to be cool." So we start smoking. The Marlboro Man wasn't a dork,

and that was no accident. See cool, smoke to be cool, feel good. Repeat. Trigger, behavior, reward. And each time we do this, we learn to repeat the process and it becomes a habit. So later, feeling stressed out triggers that urge to smoke a cigarette or to eat something sweet. Now, with these same brain processes, we've gone from learning to survive to literally killing ourselves with these habits. Obesity and smoking are among the leading preventable causes of morbidity and mortality in the world. So back to my breath. What if instead of fighting our brains, or trying to force ourselves to pay attention, we instead tapped into this natural, reward-based learning process ... but added a twist? What if instead we just got really curious

about what was happening in our momentary experience? I'll give you an example. In my lab, we studied whether mindfulness training could help people quit smoking. Now, just like trying to force myself to pay attention to my breath, they could try to force themselves to quit smoking. And the majority of them had tried this before and failed -- on average, six times. Now, with mindfulness training, we dropped the bit about forcing and instead focused on being curious. In fact, we even told them to smoke. What? Yeah, we said, "Go ahead and smoke, just be really curious about what it's like when you do." And what did they notice? Well here's an example from one of our smokers. She said, "Mindful smoking: smells like stinky cheese and tastes like chemicals, YUCK!"

Now, she knew, cognitively that smoking was bad for her, that's why she joined our program. What she discovered just by being curiously aware when she smoked was that smoking tastes like shit.

Now, she moved from knowledge to wisdom. She moved from knowing in her head that smoking was bad for her to knowing it in her bones, and the spell of smoking was broken. She started to become disenchanted with her behavior. Now, the prefrontal cortex, that youngest part of our brain from an evolutionary perspective, it understands on an intellectual level that we shouldn't smoke. And it tries its hardest to help us change our behavior, to help us stop smoking, to help us stop eating that second, that third, that fourth cookie. We call this cognitive control. We're using cognition to control our behavior.

Unfortunately, this is also the first part of our brain that goes offline when we get stressed out, which isn't that helpful. Now, we can all relate to this in our own experience. We're much more likely to do things like yell at our spouse or kids when we're stressed out or tired, even though we know it's not going to be helpful. We just can't help ourselves. When the prefrontal cortex goes offline, we fall back into our old habits, which is why this disenchantment is so important. Seeing what we get from our habits helps us understand them at a deeper level -- to know it in our bones so we don't have to force ourselves to hold back or restrain ourselves from behavior. We're just less interested in doing it in the first place. And this is what mindfulness is all about:

Seeing really clearly what we get when we get caught up in our behaviors, becoming disenchanted on a visceral level and from this disenchanted stance, naturally letting go. This isn't to say that, poof, magically we quit smoking. But over time, as we learn to see more and more clearly the results of our actions, we let go of old habits and form new ones. The paradox here is that mindfulness is just about being really interested in getting close and personal with what's actually happening in our bodies and minds from moment to moment. This willingness to turn toward our experience rather than trying to make unpleasant cravings go away as quickly as possible. And this willingness to turn toward our experience is supported by curiosity, which is naturally rewarding. What does curiosity feel like?

It feels good. And what happens when we get curious? We start to notice that cravings are simply made up of body sensations -- oh, there's tightness, there's tension, there's restlessness -- and that these body sensations come and go. These are bite-size pieces of experiences that we can manage from moment to moment rather than getting clobbered by this huge, scary craving that we choke on. In other words, when we get curious, we step out of our old, fear-based, reactive habit patterns, and we step into being. We become this inner scientist where we're eagerly awaiting that next data point. Now, this might sound too simplistic to affect behavior. But in one study, we found that mindfulness training was twice as good as gold standard therapy at helping people quit smoking. So it actually works.

And when we studied the brains of experienced meditators, we found that parts of a neural network of self-referential processing called the default mode network were at play. Now, one current hypothesis is that a region of this network, called the posterior cingulate cortex, is activated not necessarily by craving itself but when we get caught up in it, when we get sucked in, and it takes us for a ride. In contrast, when we let go -- step out of the process just by being curiously aware of what's happening -- this same brain region quiets down. Now we're testing app and online-based mindfulness training programs that target these core mechanisms and, ironically, use the same technology that's driving us to distraction to help us step out of our unhealthy habit patterns of smoking, of stress eating

and other addictive behaviors. Now, remember that bit about context-dependent memory? We can deliver these tools to peoples' fingertips in the contexts that matter most. So we can help them tap into their inherent capacity to be curiously aware right when that urge to smoke or stress eat or whatever arises. So if you don't smoke or stress eat, maybe the next time you feel this urge to check your email when you're bored, or you're trying to distract yourself from work, or maybe to compulsively respond to that text message when you're driving, see if you can tap into this natural capacity, just be curiously aware of what's happening in your body and mind in that moment. It will just be another chance to perpetuate one of our endless and exhaustive habit loops ... or step out of it.

Instead of see text message, compulsively text back, feel a little bit better -- notice the urge, get curious, feel the joy of letting go and repeat. Thank you.

After watching this_ your brain will not be the sa Translator: Jessica Lee Reviewer: Denise RQ So how do we learn? And why does some of us learn things more easily than others? So, as I just mentioned, I'm Dr. Lara Boyd. I am a brain researcher here at the University of British Columbia. These are the questions that fascinate me. So brain research is one of the great frontiers in the understanding of human physiology, and also in the consideration of what makes us who we are. It's an amazing time to be a brain researcher, and I would argue to you that I have the most interesting job in the world. What we know about the brain is changing at a breathtaking pace. And much of what we thought we knew and understood about the brain

turns out to be not true or incomplete. Some of these misconceptions are more obvious than others. For example, we used to think that after childhood the brain did not, really could not change. And it turns out that nothing could be farther from the truth. Another misconception about the brain is that you only use parts of it at any given time and it's silent when you do nothing. Well, this is also untrue. It turns out that even when you're at a rest and thinking of nothing, your brain is highly active. So it's been advances in technology, such as MRI, that's allowed us to make these and many other important discoveries. And perhaps the most exciting, the most interesting and transformative of these discoveries is that, every time you learn a new fact or skill, you change your brain.

It's something we call neuroplasticity. So as little as 25 years ago, we thought that after about puberty, the only changes that took place in the brain were negative: the loss of brain cells with aging, the result of damage, like a stroke. And then, studies began to show remarkable amounts of reorganization in the adult brain. And the ensuing research has shown us that all of our behaviors change our brain. That these changes are not limited by age, it's a good news right? And in fact, they are taking place all the time. And very importantly, brain reorganization helps to support

recovery after you damage your brain. The key to each of these changes is neuroplasticity. So what does it look like? So your brain can change in three very basic ways to support learning.

And the first is chemical. So your brain actually functions by transferring chemical signals between brain cells, what we call neurons, and this triggered a series of actions and reactions. So to support learning, your brain can increase the amount or the concentrations of these chemical signaling that's taking place between neurons. Because this change can happen rapidly, this supports short-term memory or the short-term improvement in the performance of a motor skill. The second way that the brain can change to support learning is by altering its structure. So during learning, the brain can change the connections between neurons. Here, the physical structure of the brain is actually changing so this takes a bit more time. These type of changes are related to long-term memory, the long-term improvement

in a motor skill. These processes interact, and let me give you an example of how. We've all tried to learn a new motor skill, maybe playing the piano, maybe learning to juggle. You've had the experience of getting better and better within a single session of practice, and thinking "I have got it." And then, maybe you return the next day, and all those improvements from the day before are lost. What happened? Well, in the short-term, your brain was able to increase the chemical signaling between your neurons. But for some reason, those changes did not induce the structural changes that are necessary to support long-term memory. Remember that long-term memories take time. And what you see in the short term does not reflect learning,

It's these physical changes that are now going to support long-term memories, and chemical changes that support short-term memories. Structural changes also can lead to integrated networks of brain regions that function together to support learning. And they can also lead to certain brain regions that are important for very specific behaviors to change your structure or to enlarge. So here's some examples of that. People who read Braille have larger hand sensory areas in their brain than those of us who don't. Your dominant hand motor region, which is on the left side of your brain, if you are right-handed, is larger than the other side. And research shows the London taxi cab drivers who actually have to memorize a map of London to get their taxi cab license, they have larger brain regions devoted

to spatial, or mapping memories. The last way that your brain can change to support learning is by altering its function. As you use a brain region, it becomes more and more excitable and easy to use again. And as your brain has these areas that increase their excitability, the brain shifts how and when they are activated. With learning, we see that whole networks of brain activity are shifting and changing. So neuroplasticity is supported by chemical, by structural, and by functional changes, and these are happening across the whole brain. They can occur in isolation from one or another, but

most often, they take place in concert. Together, they support learning. And they're taking place all the time. I just told you really how awesomely neuroplastic your brain is.

Why can't you learn anything you choose to with ease? Why do our kids sometimes fail in school? Why as we age do we tend to forget things? And why don't people fully recover from brain damage? That is: what is it that limits and facilitates neuroplasticity? And so this is what I study. I study specifically how it relates to recovery from stroke. Recently, stroke dropped from being the third leading cause of death in the United States to be the forth leading cause of death. Great news, right? But actually, it turns out that the number of people having a stroke has not declined. We are just better at keeping people alive after a severe stroke. It turns out to be very difficult to help the brain recover from stroke. And frankly, we have failed to develop

effective rehabilitation interventions. The net result of this is that stroke is the leading cause of long-term disability in adults in the world; individuals with stroke are younger and tending to live longer with that disability, and research from my group actually shows that the health-related quality of life of Canadians with stroke has declined. So clearly we need to be better at helping people recover from stroke. This is an enormous societal problem, and it's one that we are not solving. So what can be done? One thing is absolutely clear: the best driver of neuroplastic change in your brain is your behavior. The problem is that the dose of behavior, the dose of practice that's required to learn new and relearn old motor skills, is very large. And how to effectively deliver these large doses of practice is a very difficult problem;

It's also a very expensive problem. So the approach that my research has taken is to develop therapies that prime or that prepare the brain to learn. And these have included brain simulation, exercise, and robotics. But through my research, I've realized that a major limitation to the development of therapies that speed recovery from stroke is that patterns of neuroplasticity are highly variable from person to person. As a researcher, variability used to drive me crazy. It makes it very difficult to use the statistics to test your data and your ideas. And because of this, medical intervention studies are specifically designed to minimize variability. But in my research, it's becoming really clear that the most important, the most informative data we collect is showing this variability.

So by studying the brain after stroke, we've learned a lot, and I think these lessons are very valuable in other areas. The first lesson is that the primary driver of change in your brain is your behavior, so there is no neuroplasticity drug you can take. Nothing is more effective than practice at helping you learn, and the bottom line is you have to do the work. And in fact, my research has shown increased difficulty, increased struggle if you will, during practice, actually leads to both more learning, and greater structural change in the brain. The problem here is that neuroplasticity can work both ways. It

can be positive, you learn something new, and you refine a motor skill. And it also can be negative though, you forgot something you once knew, you become addicted to drugs,

maybe you have chronic pain. So your brain is tremendously plastic, and it's been shaped both structurally and functionally by everything you do, but also by everything that you don't do. The second lesson we've learned about the brain is that there is no one-size-fits-all approach to learning. So there is no recipe for learning. Consider the popular belief that it takes 10,000 hours of practice to learn and to master a new motor skill. I can assure you it's not quite that simple. For some of us, it's going to take a lot more practice, and for others it may take far less. So the shaping of our plastic brains is far too unique for there to be any single intervention that's going to work for all of us. This realization has forced us to consider something called personalized medicine. This is the idea that to optimize outcomes each individual requires their own intervention.

And the idea actually comes from cancer treatments. And here it turns out that genetics are very important in matching certain types of chemotherapy with specific forms of cancer. My research is showing that this also applies to recovery from stroke. There're certain characteristics of brain structure and function we called biomarkers. And these biomarkers are proving to be very helpful and helping us to match specific therapies with individual patients. The data from my lab suggests it's a combination of biomarkers that best predicts neuroplastic change and patterns of recovery after stroke. And that's not surprising, given how complicated the human brain is. But I also think we can consider this concept much more broadly. Given the unique structure and function of each of our brains what we've learned about neuroplasticity

after stroke applies to everyone. Behaviors that you employ in your everyday life are important. Each of them is changing your brain. And I believe we have to consider not just personalized medicine but personalized learning. The uniqueness of your brain will affect you both as a learner and also as a teacher. This idea helps us to understand why some children can thrive in traditional education settings and others don't; why some of us can learn languages easily and yet, others can pick up any sport and excel. So when you leave this room today, your brain will not be the same as when you entered this morning. And I think that's pretty amazing. But each of you is going to have changed your brain differently. Understanding these differences, these individual patterns, this variability and change is going to enable

the next great advance in neuroscience; it's going to allow us to develop new and more effective interventions, and allow for matches between learners and teachers, and patients and interventions. And this does not just apply to the recovery from stroke, it applies to each of us, as a parent, as a teacher, as a manager, and also because you are

at TEDx today, as a lifelong learner.

Study how and what you learn best. Repeat those behaviors that are healthy for your brain, and break those behaviors and habits that are not. Practice. Learning is about doing the work that your brain requires. So the best strategies are going to vary between individuals. You know what, they're even going to vary within individuals. So for you, learning music may come very easily, but learning to snowboard, much harder.

I hope that you leave today with a new appreciation of how magnificent your brain is. You and your plastic brain are constantly being shaped by the world around you. Understand that everything you do, everything you encounter, and everything you experience is changing your brain. And that can be for better, but it can also be for worse. So when you leave today, go out and build the brain you want. Thank you very much.

All it takes is 10 mindful minutes _ Andy Puddicom Translator: Joseph Geni Reviewer: Morton Bast
We live in an incredibly busy world. The pace of life is often frantic, our minds are always busy, and we're always doing something. So with that in mind, I'd like you just to take a moment to think, when did you last take any time to do nothing? Just 10 minutes, undisturbed? And when I say nothing, I do mean nothing. So that's no emailing, texting, no Internet, no TV, no chatting, no eating, no reading. Not even sitting there reminiscing about the past or planning for the future. Simply doing nothing. I see a lot of very blank faces.

You probably have to go a long way back. And this is an extraordinary thing, right? We're talking about our mind. The mind, our most valuable

and precious resource, through which we experience every single moment of our life. The mind that we rely upon to be happy, content, emotionally stable as individuals, and at the same time, to be kind and thoughtful and considerate in our relationships with others. This is the same mind that we depend upon to be focused, creative, spontaneous, and to perform at our very best in everything that we do. And yet, we don't take any time out to look after it. In fact, we spend more time looking after our cars, our clothes and our hair than we -- okay, maybe not our hair,

but you see where I'm going. The result, of course, is that we get stressed. You know, the mind whizzes away like a washing machine going round and round,

lots of difficult, confusing emotions, and we don't really know how to deal with that. And the sad fact is that we are so distracted that we're no longer present in the world in which we live. We miss out on the things that are most important to us, and the crazy thing is that everybody just assumes,

that's the way life is, so we've just kind of got to get on with it. That's really not how it has to be. So I was about 11 when I went along to my first meditation class. And trust me, it had all the stereotypes that you can imagine, the sitting cross-legged on the floor, the incense, the herbal tea, the vegetarians, the whole deal, but my mom was going and I was intrigued, so I went along with her. I'd also seen a few kung fu movies, and secretly I kind of thought I might be able to learn how to fly, but I was very young at the time.

Now as I was there, I guess, like a lot of people, I assumed that it was just an aspirin for the mind. You get stressed, you do some meditation. I hadn't really thought that it could be sort of preventative in nature, until I was about 20, when a number of things happened in my life in quite quick succession, really serious things which just flipped my life upside down and all of a sudden I was inundated with thoughts, inundated with difficult emotions that I didn't know how to cope with. Every time I sort of pushed one down, another one would pop back up again. It was a really very stressful time. I guess we all deal with stress in different ways. Some people will bury themselves in work, grateful for the distraction. Others will turn to their friends, their family, looking for support. Some people hit the bottle, start taking medication.

My own way of dealing with it was to become a monk. So I quit my degree, I headed off to the Himalayas, I became a monk, and I started studying meditation. People often ask me what I learned from that time. Well, obviously it changed things. Let's face it, becoming a celibate monk is going to change a number of things. But it was more than that. It taught me -- it gave me a greater appreciation, an understanding for the present moment. By that I mean not being lost in thought, not being distracted, not being overwhelmed by difficult emotions, but instead learning how to be in the here and now, how to be mindful, how to be present. I think the present moment is so underrated. It sounds so ordinary, and yet we spend so little time in the present moment

that it's anything but ordinary. There was a research paper that came out of Harvard, just recently, that said on average, our minds are lost in thought almost 47 percent of the time. 47 percent. At the same time, this sort of constant mind-wandering is also a direct cause of unhappiness. Now we're not here for that long anyway, but to spend almost half of our life lost in thought and potentially quite unhappy, I don't know, it just kind of seems tragic, actually, especially when there's something we can do about it, when there's a positive, practical, achievable, scientifically proven technique which allows our mind to be more healthy, to be more mindful and less distracted. And the beauty of it is that even though it need only take about 10 minutes a day, it impacts our entire life. But we need to know how to do it.

We need an exercise. We need a framework to learn how to be more mindful. That's essentially what meditation is. It's familiarizing ourselves with the present moment. But we also need to know

how to approach it in the right way to get the best from it. And that's what these are for, in case you've been wondering, because most people assume that meditation is all about stopping thoughts, getting rid of emotions, somehow controlling the mind, but actually it's quite different from that. It's more about stepping back, sort of seeing the thought clearly, witnessing it coming and going, emotions coming and going without judgment, but with a relaxed, focused mind. So for example, right now, if I focus too much on the balls, then there's no way I can relax

and talk to you at the same time. Equally, if I relax too much talking to you, there's no way I can focus on the balls. I'm going to drop them. Now in life, and in meditation, there'll be times when the focus becomes a little bit too intense, and life starts to feel a bit like this. It's a very uncomfortable way to live life, when you get this tight and stressed. At other times, we might take our foot off the gas a little bit too much, and things just become a sort of little bit like this. Of course in meditation --

we're going to end up falling asleep. So we're looking for a balance, a focused relaxation where we can allow thoughts to come and go without all the usual involvement. Now, what usually happens when we're learning to be mindful is that we get distracted by a thought. Let's say this is an anxious thought.

Everything's going fine, and we see the anxious thought. "Oh, I didn't realize I was worried about that." You go back to it, repeat it. "Oh, I am worried. I really am worried. Wow, there's so much anxiety." And before we know it, right, we're anxious about feeling anxious.

You know, this is crazy. We do this all the time, even on an everyday level. If you think about the last time you had a wobbly tooth. You know it's wobbly, and you know that it hurts. But what do you do every 20, 30 seconds?

It does hurt. And we reinforce the storyline, right? And we just keep telling ourselves, and we do it all the time. And it's only in learning to watch the mind in this way that we can start to let go

of those storylines and patterns of mind. But when you sit down and you watch the mind in this way, you might see many different patterns. You might find a mind that's really restless and -- the whole time. Don't be surprised if you feel a bit agitated in your body when you sit down to do nothing and your mind feels like that. You might find a mind that's very dull and boring, and it's just, almost mechanical, it just seems it's as if you're getting up, going to work, eat, sleep, get up, work. Or it might just be that one little nagging thought that just goes round and round your mind. Well, whatever it is, meditation offers the opportunity, the potential to step back and to get a different perspective, to see that things aren't always as they appear. We can't change every little thing

that happens to us in life, but we can change the way that we experience it. That's the potential of meditation, of mindfulness. You don't have to burn any incense, and you definitely don't have to sit on the floor. All you need to do is to take 10 minutes out a day to step back, to familiarize yourself with the present moment so that you get to experience a greater sense of focus, calm and clarity in your life. Thank you very much.

Ambition _ Jo Tallack _ TEDxLeicester

hello I'd like to talk about ambition anyone who knows me and I know there's there's a number of you out there who do will know that I am very ambitious which tends to make me sound quite forceful and quite pushy as I've been quoted by my directors but actually what it means is I'm really passionate about what I do so not only am i passionate about high cross I'm really passionate about Leicester now I don't come from Leicester as you would have heard I've worked for a number of different retailers I actually started on the south coast and my plan was with my husband to move across the south coast until we ended up in Somerset but found ourselves in the Midlands instead and actually when I got offered the job to come up to join the team at high cross and to lead it and I got really excited about the prospect about being in Leicester having visited a couple of times I did get an awful lot of comment about why on earth would you want to go

to Leicester but fortunately all those people who I now know know why I want to be in Leicester and when I told my mum he's my biggest fan what I was doing today and I actually went through my talk with her she says but that's how you talk all the time you didn't have to learn that you are you always saying how great Leicester is however I do agree with Fiona on a number of points which is actually we don't push above our weight we don't we don't self promote promote enough we're actually quite shy in the great things that we do and that's one of the biggest frustrations for me so I just want to take you back a bit to talk about retail because that's what I am I'm a retailer through and through retail has changed significantly it's changed in the seven years that I've been at high Cross we were we opened in a recession so it wasn't a great time to open a shopping center to be fair but actually we rode it really well but what the recent recession did was actually changed the way people shop it changed the way you

shop and it changed the way I shop and we aren't frivolous with our cash that we may have been in the 90s we're actually very considered which means we think about value whether it's top end bottom end we really think about what we're going to buy how we're going to buy it we we do the research we go online we check prices we do competitive surveys and we try and get the best value and that has translated back onto the high street when I talk about high street I'm talking about the whole of the retail hub in Leicester so we are far more considered but actually we've changed the way we spend our time as well because leisure has actually become really important it's a

fundamental part of the whole retail environment and it's key and it's actually one of the growing categories hair and beauty and leisure are the fastest growing categories and particularly after five o'clock which is the real one of the biggest frustrations for me is we're really successful that high Cross after five in fact we're

growing year-on-year by about 25 percent which is phenomenal but the city isn't it's still really slow and that's because the city isn't open and while customer demands that actually we're there for them on their time we can't manage retail to the time that suits us so for me it's about we need to stop being nostalgic we actually need to think of the future we need to provide the service that our customers want and that is after five o'clock and that is weekends so the whole click and Collect which a lot of people will say well the high street stickers click and Collect and online you know it's gonna kill natural retailing but it's not it could either is actually a way that you can work together so just to give you a few stats because I know some people like stats in 2014 click and Collect grew year on year by 42% which is absolutely massive however in 2015 the prediction is that 17% of all those click and click correct purchases will be collected in store which means those customers are actually

coming back to bricks-and-mortar they're coming back into the retail to collect their purchases and that's because we simply don't have the time to stay at home and waiting for deliveries so we very much have a part to play you'll all be very aware of John Lewis and how their click and Collect has grown but Argus and eBay now gone into partnership and that's that's really innovative and he's working really well but also that brings the vitality back to our high street high streets which is what we really need so it's about the change of use how can we actually embrace click and Collect and online just to give you another few examples and some of you will be aware that we recently announced a new retailer that was coming to high cross one that I'd personally been trying to get for 7 years but it's all about creating the right space making sure the cost of demand is there and we would never bring a retailer in who we didn't actually feel that it was ready for the city and the city was ready for them

so it was Krispy Kreme students in particular have gone crazy about Krispy Kreme in fact Krispy Kremes turnover is higher than some of our restaurants that's how popular doughnuts are in NASA which I and they are nice I've got savvy and a few now but when we announced that on social media we had a hundred and twenty thousand posts and then that followed by thirty thirteen thousand tweets on Twitter which just goes to show the strength of social media now and that is actually one way that we really follow our customer and what what they want because our customers now tell us very directly we don't like this but we like that why aren't you doing this and that's what we need to listen to and that's how we will build our businesses but I think one of the other things for me that that's key in Leicester is actually how we use our space so it's it's about it's not just about national

brands it's not just about having a major shopping center we won't be successful on our own we need the city to be working with us and one of the key

words that I've heard throughout the whole of today so far so much so I actually wrote it on one of my post-it notes is collaboration and I think that's really key for us for me as a retailer and a leader of quite large business within the city but we need to be working together retail needs to be about national brands but it needs to be about services it needs to be about leisure it needs to be about the opportunities as Steph mentioned earlier about space for new startups for entrepreneurs because those guys are the ones that actually create that niche market which is vital unless you want to clone city and that's not what Lester's about less there's got so much to offer already so it's about providing all that space it's about taking those absent landlords to task because they're disengaged from the city they're not worried about what they're there their stores look like their buildings look like it's about working with local authority to actually create a real vibrancy in our city I'm watching

the countdown is getting really and now I can't believe I haven't even looked at my notes yet either to check what I'm supposed to be talking about so I think to summarize for me it's it's definitely about collaboration it's about using the skills using the talents it's about providing the space for those those new startups those new businesses it's about working with local authorities to deal with the issues such as transport I noticed on the post-it notes upstairs transport is a big theme within this room as an issue and you know we want a future in this city but we all have to work together it needs to be sociable it needs to be safe and we need to provide that full offer to keep those customers coming back and back in the future and now I've actually got 58 minutes seconds spare but that's it thank you very much

Ambition and Success _ Diya Bhutani _ TEDxYouth_AC

Transcriber: Reviewer: Walaa Mohammed Hi everyone! My name is Diya and I'm really happy to be here today in front of you all. Thank you for being here. So I was invited today to speak to you on the topic of ambition and success. And I must admit, despite my initial captivation with the topic, when I truly sat down to write my speech, I found myself grappling with a few very large questions. What really is ambition? And what really is success? And are they synonymous? If one is ambitious, does that ensure that one is also successful? Because you see, as a 17 year old, my understanding of these abstract concepts is constantly evolving, and my definitions of this continue to change as I undergo victories and setbacks in this rapidly

changing world. So, synthesizing these ideas appears to be a dynamic task. For instance, when I was six years old, my definition of success was to successfully tie my shoelaces, all by myself. And

then at eight, it was to beat all my friends at Wii Sports. And then at 14, it was to do well in my ballet exam and well now, at 17, its to do well in the IB. But. We live, as students today. We live in a very paradoxical society, and our pathways to any sort of success seem elusive and shrouded in uncertainty. Because on the one hand, we have a society that tells us to discover ourselves and to diversify our metric for success, but at the same time continues to impose upon us traditional markers of success. And this is especially prevalent here in Singapore. We all know it. Get into a good school, get good grades so you can get into a good college, and then we'll get a good job. And then once you have a job,

keep working to achieve bigger and bigger things and move up the rungs of the corporate ladder. But really, is this praised desire for ambition, for having a grind set and constantly trying to achieve bigger and bigger things really good for us? Is it really benefiting us in the long term? So to consider this question, I went back and reflected on my own experiences and the time when I was most ambitious. Before I tell you what I have to say next, I'm going to provide you with a little bit of context. I have an older sister who is the ideal older child in an Asian household. She did absolutely brilliantly throughout high school, and then she went on to study engineering, and now she's getting her master's degree, and she's gotten a whole bunch of scholarships and awards along the way. And naturally, growing up,

I felt this constant comparison to her to prove that although younger, I was just as good as she was. And I remember this one very distinct moment from when I was 11 years old, and she won the scholarship award that our high school offered. And I remember having some sort of a moment of epiphany. But from then on, my definition of success was to get that same award. So over the next few years, I worked and I worked. My justification for this drive to get this award was that it was a seemingly objective metric that would account for both our academic and extracurricular activities, and show everyone that I was just as good as she was. So I worked and I worked, and I did not care about the fact that it was not at all an objective determiner of our worths. But slowly I placed my entire self-worth on getting this one award, and I moved to the correct school and

did all the correct activities and kept my grades up. And when the time came, I applied for the scholarship and I got through the first round and the second round with some sort of psychometric English writing test thing and standing in front of you today, two years later, I could not tell you what I wrote on that test. I think they asked about global warming and I wrote about some other humanitarian crisis. But being under so much pressure, I completely choked and again, did not write much on that test. So obviously I didnt get that scholarship. And then what? That was ambition, wasn't it? And I worked hard, didn't I? But that didn't lead to success. Or at least it didn't lead to what I had defined as success. Of course, I learned a lot, like the need for me to have better

mechanisms in place to deal with performance anxiety, but even so, I had still failed. And for a while after that I didn't really want to do anything. I didn't have any goal that I was trying to achieve. And reflecting back on that experience through

the lens of this TEDx speech topic,

I have to wonder. Is ambition really good for us? Because in this case, I was driven by immense feelings of inferiority and the desire to attain some sort of self-worth. But when that didn't work out in my favor, I felt like I had no worth at all. And so I began to question why fundamentally, do we humans do things, right? Because its so much easier to not do things, like why do we voluntarily study five extra hours to do well on a math test, or run a few extra miles to get fitter, when it is so much easier

to not do things, right? And so, pondering upon these questions, I realized that unfortunately, I didn't have the answers because I was 17 years old. But I turned to the experts for help. And I read up on various psychological theories on the subject, and one particularly pertinent one was Abraham Maslow's hierarchy of needs. So some of you may be familiar with Maslows Hierarchy of Needs, but it is essentially a psychological theory which seeks to explain the motivations behind human behavior. So esteem finds itself relatively high up on the hierarchy. But what Maslow did, is he stratified things that he believed humans needed for well-being into five distinct groups, and then he mapped them onto a pyramid, which essentially meant that humans will seek the things higher up on the pyramid once they fulfil the strata below them. So the way it works is at the very bottom they have physiological needs, things

like the need to sleep, the need for food, the need for water. After that we have safety needs, so the needs for security, order, predictability, safety from crime and abuse. Then we have the need for love and belonging, so for friendship and good relationships in general. And after all of that, we reach ambition and the esteem needs. So Maslow essentially suggested that in order to achieve some sort of standing amongst our peers and to achieve their respect, and therefore gain self esteem, we seek achievements, and we seek fame, and we seek prestige. And coming to this realization and understanding this led me to a new line of questioning. Then what really determines what is good ambition or something that will benefit you in the long term, and bad ambition, which, like my desire for the scholarship, will lead you feeling awful

and actually two steps behind where you were when you started? So, synthesizing various perspectives on this, I decided that in my view, this can be broadly divided into two categories of things that lead to good ambition and then things that lead to bad ambition. So the good ambition includes things like passion, purpose, yearning for growth, increased confidence, social and financial

needs, creativity and competition. While things that lead to bad ambition, like my drive for the award, are feelings of inferiority or feelings of superiority, the fear of failure, rejection, jealousy and a general lack of confidence. So once this was established, I realized that I myself as a student, need to start taking a step back from the pressures of my day to day life and truly reflecting on what is propelling me to be at the engagements that I'm at, and to be doing the things that I do,

and whether this will truly have a positive impact on my life, or will it have drawbacks in the long term. And in conclusion, I would just like to encourage all of you as well, to maybe take a step back and consider why you do what you do and whether that's a good thing for you in the long term or not. Because I've definitely learned a lot this way. And as much as it is easier said than done, I think we all need to work on trying to escape the comparison trap that we often fall into, and realize that there's an infinite number of possibilities for what we can do, and there's no universal structure that we all have to follow, and there's no universal success waiting for all of us. We all have our own journeys and should respect that. Thank you.

An Islamic Analysis of Alaa Murabit's TED talk _Wh

one of the biggest disasters that has been inflicted upon the global muslim ummah is the heavy influence of foreign ideologies while the influence of ideologies alien to islam is nothing new in terms of islamic history with the geopolitical situation of today where the muslims in general are weak the supposedly neutral ideologies being pushed and a quick flow of information things have gone from bad to worse to the point that many muslim men and women don't even realize where their ideas of morality knowledge and existence are coming from i'd like to take a look at a clear example of a muslim influenced by un-islamic ideologies while this example is specific the idea generally applies to many muslims around the globe

here we have a la morobit an esteemed libyan canadian doctor who is heavily involved in human rights activism she has received several awards and accolades recognitions by big organizations and popular personalities she is the founder of the voice of libyan women a non-governmental organization or ngo that works on quote unquote improving the political participation and the economic empowerment of women in libya her ted talk what islam really says about women has been viewed millions of times on youtube and on the ted website and that is what we'll be analyzing in this video ada starts her talk by mentioning that she is a peace builder she describes her family background how she was raised in canada and how her parents were religious practicing muslims she then goes on to say every day

i work to amplify the voices of women and to highlight their experiences and their participation in peace processes and conflict resolution and because of my work i recognize that the only way to

ensure the full participation of women globally is by reclaiming religion over here allah alludes to an understanding of female participation in politics very much based on the doctrines of second wave feminism which claims women must be equally represented in all aspects of society this is an assumption made and while i'm sure to most people in the modern west this might seem obvious to the muslim world this is not something taken for granted as for quote unquote reclaiming religion from the perspective of several feminists who hold a similar idea of a virtuous gender equality as allah seems to religion is inherently evil and

patriarchal you can't have your cake and eat it too and we'll see this further in a bit but the most important lesson i learned growing up was the importance of being at the table when my mom's favorite lamp broke i had to be there when she was trying to find out how and by who because i had to defend myself because if you're not then the finger is pointed at you and before you know it you will be grounded basically over here allah is making a metaphor for the need of women to be in leadership and other public positions to be able to defend themselves and protect their rights the issue here is the assumption made that a woman cannot be defended without self-representation in fact even in western nations you have the concept of lawyers which represent you in an islamic society a mahram takes over the responsibility for much of a

woman's public affairs in contrast to the individualistic society of the modern western nations a traditional islamic society is very family centric the assumption that this system is somehow wrong not only makes evil assumptions about men in general but also throws out a lot of islamic tradition and faith into the trash simply based on western ideals of gender equality i was never subjected to religion through a cultural lens i was treated the same the same was expected of me i was never taught that god judged differently based on gender and my parents understanding of god as a merciful and beneficial friend and provider shaped the way i looked at the world this is very self-contradictory allah claims here

that she wasn't shown religion through a cultural lens but then displays a very western cultural understanding of how religion and god ought to be allah doesn't judge spirituality based on gender for example a man and a woman would get rewarded equally for things like prayer fasting charity etc however the rules and roles assigned by allah for each gender are different and while allah is merciful beneficial and an ally to the believers i would hesitate to use the word friend it seems allah is fed islam through a cultural lens for sure just not a traditional muslim one here are some ayats that clearly outline different gender roles rights and responsibilities in the quran allah says

and the translation of the meaning is men are in charge of women

by what allah has given one over the other and what they spend from their wealth allah also says

translates to if you fear that you will not deal justly with orphaned girls then marry those that please you of other women two three or four allah again in s

and the translation of the meaning here is allah instructs you concerning your childrens in terms of inheritance for the male what is equal to two females and there are several narrations and a hadith that point out clear distinction in gender roles and rights and i'd like to just point out one here in this hadith the messenger of allah sallallahu alaihi wasallam says no woman should observe fast when her

spouse is present in the house except by his permission and she should not admit anyone in the house except by his permission i very quickly became introduced to the cultural aspect of religion the words haram meaning religiously prohibited meaning culturally inappropriate were exchanged carelessly as if they meant the same thing and had the same consequences and i found myself in conversation after conversation with classmates and colleagues professors friends even relatives beginning to question my own role and my own aspirations and even with the foundation my parents had provided for me i found myself questioning the role of women in my faith allah claims here that she was introduced to the cultural aspect of religion even though she doesn't really specify

what that is we can assume from the context that she's talking about women being restricted to the domestic affairs and not being particularly involved in public decision-making like politics etc is this really cultural the quran encourages women to stay at home and a hadith mentioned women not getting involved in public politics perhaps there is an element of culture involved but this culture is much more islamic than the culture allah is used to that is to say the western hegemony libyan culture and cultures in muslim lands in general have been influenced by islam for over a thousand years so the things that are normal in these cultures are much more likely to be islamic than what a westernized muslim thinks an islamic country should actually look like and it surprised me how easy it was

to find women in my faith who were leaders who were innovative who were strong politically economically even militarily khadija financed the islamic movement in its infancy we wouldn't be here if it weren't for her firstly over here allah projects modern western values onto previous generations of muslims nowhere in seerah or hadith is raised specifically for being a successful businesswoman or a leader but she is praised for being a loyal wife and companion which falls under a big no-no for many women's rights activists as the hadith here shows loyalty to the prophet sallallahu alaihi wasallam as a wife and motherhood is what she is praised for rules that many modernized people influenced by feminism would consider regressive as for financing the islamic movement beyond supporting the prophet sallallahu alaihi wasallam with her money

i could not find any reference in the primary sources about some sort of financial support radiyallahu offered the early muslims secondly appealing to khatija radiyallahu anha as a reason for women to get involved in public positions of power completely ignores the context of her business she inherited the business from her widower she worked from home and she sent men to manage her public dealings this heavily contrasts with women involved in politics or corporate business today where they constantly have to interact and rub shoulders with non-muslim men breaking a lot of islamic rules of gender separation in the process so why weren't we learning about her why weren't we learning about these women why were women being relegated to positions which predated the teachings of our faith

i'm not sure what allah is talking about here because every single basic islamic class teaches about the wives and daughters of the prophet sallallahu alaihi wasallam or is it that we should learn about the quote unquote leading women only since the other roles aren't as important and just because something predates islam or more accurately the final revelation of islam doesn't mean it's necessarily bad there were many things in pre-islamic arabian culture that were noble and sanctioned by islam for example the pre-islamic arabs were known for having a deep loyalty to their families and parents and this is something islam encouraged and codified gender roles are not something islam significantly changed from their pre-islamic status school and why if we are equal in the eyes of god are we not equal in the eyes of men to me it all came back to the lessons i had learned

as a child the decision maker the person who gets to control the message is sitting at the table and unfortunately in every single world faith they are not women religious institutions are dominated by men and driven by male leadership and they create policies in their likeness and until we can change the system entirely then we can't realistically expect to have full economic and political participation of women over here allah again appeals to the idea of gender equality and the supposed issues of having men in power generally or being on top of a hierarchy that is to say a patriarchy as we have explained before in the islamic paradigm equality exists in terms of spirituality for both men and women in general however in terms of law roles and duties this is not the case we have already shown

verses in the quran that demonstrate this reality this is an important distinction to make because gender roles and even patriarchy are clearly sanctioned in the quran and even more clearly in the sunnah if we say that the patriarchy is inherently evil we have to conclude that islam itself is evil some feminists have already come to this conclusion about religion in general and islam in specific patriarchy or the domination of men in public affairs is not evil in islam quite the opposite actually and i'd like to show a well-known hadith in sahih bukhari and some scholars who have commented

on this hadith to prove this point in this hadith when the prophet sallallahu alaihi wasallam heard the news that the people of persia had made the daughter of khusro their ruler he said a nation that makes a woman their ruler will never prosper imam ashokani rahimahullah said

concerning this hadith there is no stern warning greater than stating that they will not prosper and the most important issue is to rule according to the rulings of allah subhanahu wa'ta'ala and therefore this warning applies more emphatically to women ibn hazem reports that there is scholarly consensus on the point of not having female rulers he says out of all groups of the people of the qibla that is to say all the muslim sects there is not one that allows the leadership of women the fatwa committee of al-azhar also commented on this hadith they said the prophet sallallahu alaihi wasallam used definitive language to state that lack of prosperity is inevitable when a woman is appointed in charge of any affairs undoubtedly the prohibition that is derived from this hadith applies to any woman in any era women are not to be appointed to positions of

public authority this general meaning is understood from the wording of the hadith to all of these allah would probably claim the following the misrepresentation and misuse and manipulation of religious scripture has influenced our social and cultural norms our laws our daily lives to a point where we sometimes don't recognize it what exactly constitutes misuse and manipulation is it anything that contradicts modern notions of equality and rights what do we do with the verses and a hadith that clearly contradicts these notions do we throw it all under the bus or do we reinterpret these things in light of modern day ideas of women's rights do we accuse our long tradition of scholarship of being biased and unreliable and if we do do so how can anything in islam be trusted

since all of it from the quran to the minute details of how to wash ourselves before prayer has been transmitted to us by this very scholarship even though ayla doesn't go in depth with her accusation this line of thinking can definitely be a stepping stone to apostasy in 2012 and 2013 my organization led the single largest and most widespread campaign in libya we entered homes and schools and universities even mosques we spoke to 50 000 people directly and hundreds of thousands more through billboards and television commercials radio commercials and posters and you're probably wondering how a women's rights organization was able to do this in communities which had previously opposed our sheer existence i used scripture i used verses from the quran and sayings of the prophet hadiths his sayings which are

for example the best of you is the best to their family do not let your brother oppress another allah implies that the narrations here support her organization and the idea of equal participation of women in politics and other public spheres so let's take a look at these narrations one by one i share the allah narrated that the messenger of allah allah said the best of you is the best to his wives and i am the best of you to my wives in this narration the prophet sallallahu alaihi wasallam mentions

having good conduct towards wives however allah's organization is not pushing for good manners rather their goal is economic and political participation of women how is this relevant at all in another narration that allah quotes the messenger of allah sallallahu alaihi wasallam said whoever has three daughters and he is

patient with them he gives them food and drink and he clothes them then they will be his shield from the hellfire on the day of resurrection allah quotes this hadith that mentions raising up daughters properly again this is not something that displays evidence for public economic and political participation of women in another hadith that allah references allah's messenger sallallahu alaihi wasallam said help your brother whether he is an oppressor or he is an oppressed one when the people asked o allah's messenger sallallahu alaihi wasallam it is all right to help him if he is oppressed but how should we help him if he is an oppressor the prophet sallallahu alaihi wasallam said by preventing him from oppressing others this hadith talks about or oppression and how muslims should prevent one another from falling into this sin in the context of this presentation we have to assume the implication here is that woman not

getting involved in public affairs is somehow oppression this is not how oppression is defined in islam oppression isn't simply something that contradicts modern notions of rights and equality another narration that allah shows here says the following allah's messenger allahu alaihi wasallam said surely every one of you is a guardian and is responsible for his charges the imam of the people is a guardian and responsible for his subjects a man is the guardian of his family and is responsible for his subjects a woman is the guardian of her husband's home and of his children and is responsible for them and the slave of a man is a guardian of his master's property and is responsible for it surely every one of you is a guardian and responsible for his charges allah displays this hadith in arabic but doesn't translate for her audience and

only displays a part of it even the incomplete version doesn't really support her group's vision but even more egregiously the complete version actually goes against her arguments and reinforces distinct gender roles and breaks the notion of gender equality for men and women in a clear manner in fact none of the hadith quoted here support alas points about gender roles women having representation in public alongside men or female leadership what is the point of this organization quoting these narrations it doesn't really support the content of their work explicitly is the reason they quoted these in a conservative islamic society just so people are under the impression that this is an islamic organization rather than the secular feminism influenced ngo this clearly is if so this is incredibly deceitful and a form of lying that is condemned

multiple times in the quran and sunnah in certain communities we actually had to go as far as saying the international human rights declaration which you oppose because it wasn't written by religious

scholars well those same principles are in our book so really the united nations just copied us there are several issues with the human rights declaration which has been thrust upon the muslim world without any consent from the muslims and even many non-western non-muslims why are these rights universal who gets to decide there are several contradictions with what the un considers rights versus what islam considers rights the problem isn't that it isn't written by religious scholars the problem any muslim should see with it is that the paradigm it is coming from is not islamic therefore

the idea of rights will not line up with what islam has to offer for example in the international covenant on civil and political rights the u.n prohibits the death penalty for apostasy adultery or homosexuality based on their idea of human rights while in an islamic paradigm these violations will generally have the death penalty as a punishment the u.n is no role model for muslims their sanctions based on their disagreement with countries about their vision of human rights have led to the poverty destruction and death of many innocent people including half a million children in iraq in the decade of the 1990s alone the u.n is simply a rebranding of the western colonial project that means to bend the whole world into its liberal secular view of what a utopia looks like regardless of people's culture

religion or any other context this is not something i will go in depth with but we will leave relevant links in the description and i remain a very strong believer that women's rights and religion are not mutually exclusive but we have to be at the table we have to stop giving up our position because by remaining silent we allow for the continued persecution and abuse of women worldwide women's rights and religion specifically islam are not mutually exclusive as long as those rights are defined by islam and not by western secularism or feminism it is a fallacy to assume that just because women are not representing themselves publicly they will automatically be persecuted does oppression against women exist yes but what is the solution to this problem the solution is a holistic islamic system that takes

all sorts of different factors into account particularly the preservation of faith and religion unlike the system of secularism where the implementation of women's rights doesn't care if the principles of religion are being violated or not it is not easy challenging distorted religious messaging you will have your fair share of insults and ridicule and threats but we have to do it we have no other option than to reclaim the message of human rights the principles of our faith not for us not for the women in your families not for the women in this room not even for the women out there but for societies that would be transformed with the participation of women and the only way we can do that our only option is to be and remain at the table thank you allah doesn't specifically define what the distorted

religious messaging is but if this simply refers to the encouragement of women being assigned the

domestic affairs instead of the public then this is something that we have shown to be from the quran and sunnah rather than something some evil men are trying to push she talks again about human rights and we have clarified that rights for a muslim are defined by islam itself not by an external source like the u.n or the superior west i do agree that societies would be transformed by the participation of women but this participation should be according to the guidelines of the quran and sunnah rather than anything else women raising up strong muslim children and fostering a healthy islamic environment in their houses is what will truly transform muslim societies in a positive manner in conclusion we as muslims have to be

extremely careful where our knowledge beliefs and morality are originating from if the origin of these concepts is not islamic then we really need to be rethinking our approach because then as allah puts it our foundation is broken the islamic paradigm offers what no other paradigm possibly can a complete way to live in a manner that not only promises closeness to our creator but also provides stable individuals families and societies in general and this is something we as muslims should take pride in and thank allah for rather than being embarrassed and trying to twist our religion to fit the ideals of a secular western hegemony subhanahu me

my

Anger Is Your Ally_ A Mindful Approach to Anger _

you

an elderly couple are sitting together one evening having dinner the husband takes a deep breath and says honey I'm so sorry for letting out my anger at you so often how do you manage to stay so calm when I explode like that she looks up from her food and says well I always just go and clean the toilet whenever you do that really that helps yes of course it does because I use your toothbrush several of my friends urged me not to start this talk with a lame joke but I had to because there's some gold hidden here I mean how many of you have ever said or done something out of anger that you later regret it yeah that's pretty much every hand yes anger can either be constructive or destructive but a lot of us do unhealthy things with our anger an easy way to

think about it is anger is like a child you don't want to let it drive the car and you certainly don't want to stuff it in the trunk either because anger is such an uncomfortable emotion and highly stigmatized we haven't developed the tools to properly relate to and respond from this fiery emotion so most of us channel our anger into one of two main strategies we get hijacked by our anger and end up erupting like when you stub your toe and suddenly you're cursing at the stupid coffee table when we let anger drive the car we can become aggressive name-calling blaming or even violent I

affectionately call this group the erupt earth and then there are the stuffers we deny our anger by passing rising above or stuffing it who me angry no I'm just feeling sad when we stuff anger in the trunk we collapse our boundaries stifle our true voice and shove anger deep into our body research has shown that suppressing anger creates a whole host of physiological issues that can be just as detrimental as erupting with our anger like many of you

in this room I was an anger stuffer i compulsively shoved my anger in the trunk I did this for over 30 years and then I finally had to face the results of my life a life I had created without anger otherwise known as a life without boundaries or a well-defined sense of self when I finally learned to express my anger in healthy ways my life profoundly changed growing up I was a gold star earning good girl smile be sweet do it right don't rock the boat and make sure everybody likes you sure some of you good boys and girls out here can maybe relate I have an amazing family and when I was younger both my parents had an unhealthy relationship with anger my father was an anger Eruptor and as a child I was terrified of his yelling and I remember vowing never to be angry instead I modeled myself after my mother who was the quintessential good girl and therefore a master anger stuffer for years my good-girl personality served me well but life only lets us get away with coping strategies for so long and then

it finally shines the big fat spotlight on our unhealthy patterns my spotlight moment in my 20s I fell madly in love with an incredibly smart and charismatic man and I lost myself I stepped into a psychologically abusive relationship every day my body heart and sexuality were violated he trespassed my boundaries and I let him I did things I didn't want to do in order to maintain the peace and connection it was my choice to stay and it was an incredibly unhealthy choice with big consequences after four years of this I was a shell of a human I was lost as the toxicity grew my anger was unwilling to be contained anymore initially my anger surfaced as tight shoulders neck jaw and then as acid reflux and panic attacks but I ignored these bodily red flags so my anger got louder each day I could feel this red-hot volcanic energy growing within me amounting radiating twisting tension I was petrified after months of enduring this I finally broke up with my partner relieved I

thought my anger would leave - nope the excruciating fire continued for eight months I tried every trick in the book to stuff my anger back in the trunk I ate my feelings I tried forgiveness practices I met with shamans in the mountains of Brazil nothing worked and then it happened one morning I was out on a run and I suddenly stopped dead in my tracks fed up and out of options I literally spun around to face my anger I was shocked by what I saw I saw myself I saw my good girl I saw the incongruence in my actions I was more committed to pleasing others than I was to listening to myself finally I realized that my values were out of integrity with my soul standing there on the trail in shock and shaking I asked my anger when it most wanted to tell me and from deep within I heard this fiercely protective voice say stop it yes you were in an abusive relationship and what he did was

wrong and will never happen again and it is time for you to stop leaving

yourself this time I listened I made significant changes in all areas of my life letting go of friendships changing my job altering how I communicated anger asks us not just to see clearly it needs us to take action and if we don't it hangs around anger is really stubborn as I continue to create a healthier relationship with anger and my boundaries I started to inhabit my body for the first time in my life healing from sexual trauma speaking my truth and taking a stand for my needs and desires and as ironic as it might sound this whole experience of awakening to anger though challenging and messy truly cracked open my heart and I am still very much on this journey I still have an inner good girl shocking I know so ask yourselves how can I make anger my ally well to start we need to understand the neuroscience of anger and to help explain it let's use the hand model of the brain which was developed by author and neuroscientist or psychiatrist dr. dan Siegel so everybody go ahead and make a fist your wrist

represents your brain stem which controls basic bodily functions lift up your fingers your thumb represents your amygdala and this whole subcortical region is the more emotional and reactive part of the brain you can close your hand the front of your fingers represents your prefrontal cortex and this is the wise and rational part of your brain so when you feel angry it's because the brain's hardwired threat response has been triggered by a perceived threat with lightning speed all physiological response is activated in your body preparing you for fight if you're an anger erupter or flee or freeze if you're an anger stuffer however inside your brain when the threat response is triggered you flip your lid everybody go ahead and lift up your fingers yeah instantly you lose contact with the rational prefrontal cortex and instead the reactive amygdala hijacks your brain you can put your hands down in essence it's like you put your four-year-old self in the driver's seat

dangerous so how do we get the adult back in the driver's seat how do we support the wise prefrontal cortex in reclaiming the steering wheel but still allow anger to sit safely inside the car well this is where mindfulness comes in and to quote mindfulness expert dr. Shauna Shapiro mindfulness is paying attention with kindness and curiosity research has shown that mindfulness practices support the growth of the regulatory fibers from the prefrontal cortex to the lower regions of our brain helping our wiser brain to come back online when anger is present or even the threat response over the last decade I've shared mindfulness practices and emotional intelligence with individual clients and companies around the world and the following mindfulness tools are key to growing a healthy relationship with anger just a little disclaimer some of them might seem a little awkward but they really do work breathe let's all take a deep breath right now so this one is so obvious right but it's usually the first

thing we forget taking deep breaths engages the parasympathetic nervous system and sends

signals to our body that soothe the threat response putting us back into a more relaxed state so when you notice some tension or anger in your body first practice slowing things down by taking deep breaths name it a well-known study conducted at UCLA found that when you name your emotions it puts the brakes on your physiological dysregulation and calms the amygdala hijack so when you notice anger without judgment say I feel angry or I feel tension in my shoulders do it differently when you find yourself erupting with anger try feeling compassion take a deep breath and say I'm hurting right now how can I be kinder to myself and those are me research on compassion indicates that it can decrease cortisol levels the stress hormone and increase the feel-good hormone oxytocin when you find yourself stuffing anger try using your

whole body to safely feel it this might sound a little crazy but clench your fists bare your fangs growl say no and don't forget to breathe when you creatively embody anger it can help you begin to resolve past traumas and support you in getting to know your boundaries and finally inquire your anger has been trying to tell you something and it's time to listen with genuine curiosity ask your anger what do I need to see right now that I've been unwilling to face what needs to be protected or supported what action do I need to take right now an easy way to remember these tools when you flip your lid because of anger there are four fingers of your prefrontal cortex that need to come back online breathe name it do it differently inquire so what might our world look like if we started relating to anger in a healthier more constructive way instead of compulsively handing at the keys or stuffing it well when more of us began to see anger as an

ally not as a foe we open to the many gifts this emotion offers us when anger is our ally we see this emotion as the flashing red warning light for the things that we or others are trespassing anger reveals our boundaries when we begin to own anger in our body we can start to thaw the parts of ourselves that have been locked and frozen in trauma anger heals trauma and finally anger urges us to come out of denial and see clearly but we can't just stop there anger hangs around until we take action on what we see anger inspires action there's a lot of chaos in our world right now our country is more polarized than ever before people are waking up to widespread inequality and injustice our natural environment is being destroyed people are angry with all the great challenges humans are going to continue to face just imagine what it might look like if so many more of us were in healthy relationship with our anger exercising our power wisely and channeling this vital energy towards improving our lives and the world around

us so the next time you feel angry will you pause take a deep breath and get to know this potent Ally thank you you

Are you too sensitive_ Should you change_ _ Marwa Translator: Leonardo Silva Reviewer: Peter van de Ven I like to go for walks on rainy, gray, muddy days, a weather deemed by many as

imperfect, but not by me. Because if nature, in its vastness, can be imperfect, then I have every right to be, to be imperfect. As runners passed by me - I think at least twice - I walked even slower. As I walked, I felt like the asymmetrical trees bent a bit lower to greet me and acknowledge me. Runners, on the other hand, didn't notice it. So, offended trees erected themselves even taller in arrogance for not being recognized. This type of processing is not an uncommon experience for me. I am a sensitive person.

And what a self-actualization moment it was when I realized that. I was preparing for a seminar for mental health professionals when I realized that. I found this article that I just couldn't put down. It talked about this gene that's related to something they called sensory processing sensitivity. So, I dug as deep as I could. And let me confess: there's no better journey, there's no journey that's as difficult, as painful, but as rewarding and as sweet, as the journey to self-discovery. The term "highly sensitive person," or sometimes called "sensory process sensitivity," was coined by Doctor Elaine Aron, and as it turns out, about 20 percent of us are highly sensitive. So, this trait, kind of to summarize it, describes someone who has a very complex inner life. And as it turns out,

it's also an innate biological trait although I believe that certain childhoods can exacerbate genetic tendencies towards this trait or even initiate the trait. In fact, the brains of sensitive people is wired a little bit differently. So, when we put them in the scanner, and researchers would give them photos of landscapes and say, "You know what, we want you just to tell us if you notice any changes in the scenes" - Guess what. In the brains of sensitive people, their visuals areas, their attentional centers in the brain, are more activated than in people with low sensitivity. I was trying to come up with a good way to paint the picture of a highly sensitive person, but I didn't want to come with a checklist or a shopping list of, you know, the different tendencies. So what I did instead is I took the average of the stories

of many sensitive people, and I put it concisely in one short scenario. Here it goes. Jenna likes to throw herself in the arms of nature. She experiences the blueness of the sea like nobody else. As she walks, she feels the trees bend just a little to whisper in her ears. Mountains provide a sense of greatness, like there's something out there that's much bigger. As she enters a room, she's the first to notice if there's any subtle changes in the room, any odors, any noise, which means she also startles easily. If she watches a movie or a drama series, or reads a book, she finds bits and pieces of herself in each of the characters. Needless to say, when she watches a violent movie or reads an involved book, it takes her many weeks to recalibrate her sense of self.

At work, she's an amazing worker, but if she's being observed by her manager, she delivers the worst performance. She's very conscientious because she doesn't want to make mistakes, which makes her very guarded in new, novel situations and creates some anxiety because she know she

can't handle negative feedback very well. Now, highly sensitive people come in all different shapes and colors. So, you need not to match this story exactly to classify yourself as a highly sensitive person. Now, high sensitivity, or a highly sensitive person, is not necessarily synonymous with being shy or being an introvert. Actually, in fact, 30 percent of highly sensitive people happen to be extroverts. So, it is certain that being insensitive is something that's not desirable in society,

but does that mean that the opposite, being sensitive, is appreciated by society? As it turns out, our society can't make up its mind. It considers both to be bad. So, if you are insensitive, it wants you to be more considerate. If you're sensitive, it wants you to grow thicker skin. In other words, we're never going to be comfortable in any personality type. Now, funny it is, but this mismatch between societal demands and our everyday kind of very busy lives, the kind of life that we live nowadays, and this personality type can give rise to things like depression and anxiety, and other psychological problems. Because of the elaborate processing and the deep processing, then things like negative feedback won't go unnoticed, and there will be analysis over analysis and all kinds of mental

gymnastics on that, which means also that, at work, when there are stressful times, because the nervous system is so excitable in highly sensitive people, that translates into being at a higher risk of burnout at work. Now, this relationship between high sensitivity and psychological difficulties is only found in people who have had a troubled childhood. In fact, the opposite is true for people who had an okay or a decent childhood. In other words, this trait is associated with all kinds of positive qualities. It's not surprising that you find this trait predominant in people like poets, writers, painters, musicians. And in recent brain studies, they found that the brain areas that support this trait overlap quite a bit with areas that support empathy. And since we're on the brain, let's mention one more:

one brain area called the insula is hyperactive in people who are sensitive. Well, what does the insula do? The insula is responsible for processing inner sensations. So, it's not surprising that in highly sensitive people, they're very attuned to the inner world, which means also that they're going to be very sensitive to things like pain, hunger and caffeine. So, I understand that, in our overwhelming society, this might rust your golden trait to be sensitive. How do we shine it again? How do you make the best out of your sensitivity? Here's one basic, simple principle to keep in mind: this is an advantage as long as this increased sensitivity, and the benefits of it, outweighs the biological cost of a complicated, complex neural system, hyperactive nervous system,

hyper-aroused brain areas, which all translates to a higher metabolic demand. Okay, so that wasn't so simple. Let's translate that into more doable, concrete things. Because you have a highly excitable nervous system, you want to reduce arousal in your environment, so you limit the number of intense stimuli. You want to avoid sensory overload. If your job or your life requires that you're multitask, you need to limit the number of tasks that you're doing at the same time. And I highly

encourage that if you do social media - nothing wrong with that - but you want to limit the number of social media outlets that you're involved with. Regularly force-quit your nervous system: breathing exercises, meditation, quiet time. But if quiet time means that you're going

to have a diarrhea of negative thoughts -

don't do it - then you want to filter, cancel this noise with other types of noise. If you're into it, prayers can work. So, I like to do this prayer called "dhikr," which involves the repetition of scripted statements of gratitude that's repeated a certain set of times. If you find that you're having too many thoughts, that it's clouding your judgment, slowing your cognitive abilities, put them down on paper, take them out of your mind and on paper. You never know. Something beautiful, awesome, therapeutic might come out of it. Remember you are a highly creative person. So, draw, color, write, whatever your talent is. Lastly, be comfortable in your own skin, be comfortable in your own genetics, be comfortable in your own predisposition. Own it, never be ashamed of it.

And remember that this is related to giftedness and creativity and all of these wonderful things. Don't be shy about talking about your soft skills as you discuss this in long-term relationships. Use the soft skills to be the best person that you could be, the best parent, the best child, the best sibling, the best manager, the best spouse. The last thing I want to confess or admit, I think, is that when my soul yarn unraveled, an era of confusion ensued, and finally, when I got to my core, an anxiety of not knowing made it worse. And it didn't subside until I was able to name it, I was able to describe it, I was able to talk about it, and I learned that there are others out there that are the same. Now that I confidently know that, I can come and rewrap elements of my life in a way that makes me comfortable, in a way that makes me shine,

in a way that makes me better, and most importantly, in a way that does not choke my core. I invite all of you today to take this daunting journey, although very rewarding, starting today. Will you? I hope so. Good luck! Thank you.

Athletes and Mental Health_ The Hidden Opponent _ you have to be at a team lift at 6:00 a.m. but you're accidentally 1 minute late because you slept through your alarm your heart's pounding from sprinting to the gym but nobody cares that it's because you were up until 2: a.m. studying for an exam that you still don't feel prepared for you can feel the tension between you and your teammates who now have to run sprints tomorrow at 6:00 a.m. because you we're 1 minute late you start the lift and your mind's just not in the right place but it doesn't matter you have to lift and as soon as it's over you scarf down breakfast on your way to 8:00 a.m. class and you get there and your hair's still wet because you didn't have time to dry it the professor looks at you and says where's the homework assignment but you forgot it how could you forget it you were supposed to be on top of

everything so you sit there and you worry about what else you might have forgot and at noon you get a 30-minute break but it's

not really a break because you use it to quickly make up an assignment you missed for last week game and soon it's 12:10 and to you 40 minutes does not feel like enough time to get on the court and be ready even though it actually is so you head over and at one practice is starting and you have to forget everything that happened in your day because at practice you have to perform you can't not perform there's someone better than you someone competing with you and someone in high school who just committed to be you so forget the zero on your assignment forget the test you're not prepared for forget the friends you haven't seen in weeks forget the argument you've been in with your parent play well pass well perform and when it's finally over you find yourself staring in the locker room mirror trying not to cry and you ask yourself is this how I'm supposed to feel my name is Victoria Garrick and I play volleyball here at USC I've been playing sports my whole life but never

quite like this now in high school I didn't understand mental illness and usually when people say mental illness you know people tense up because talking about it is uncomfortable you might think oh I've heard this before or this doesn't affect me those are common thoughts to have I know because I used to think the same things I thought you know depression means you have serious family issues or you know you're born with anxiety I just didn't get it because it's hard to understand something you can't see or touch so when I got to college and began my career as a division one athlete I never thought I would struggle with these issues now I can't be the only athlete here um we definitely probably have some soul cyclers some neighborhood joggers so if you've ever you know had an injury torn a ligament sprained an ankle I just want you to raise your hand all right awesome that's like most of the room it's pretty common now I want you to raise your hand if you've ever had depression or

anxiety you you can put your hands down did you feel almost that tension or like that awkwardness we just created together did you maybe judge someone who raised their hand or were you afraid to raise your own hand because of what people might think one in four people suffer from a mental health issue which is 25% of this room right now what we just experienced together was a room full of people stigmatizing mental health Dr Jeffrey Jeffrey Liberman defined stigma as dishonor or disgrace he says it's like the Scarlet A that Hester Prynne is forced to wear or the mark on Cain and the Bible it's this label that outcasts you from everyone else we stigmatize mental health in the same way and that's a societal issue that needs to change and while anyone can experience a mental health issue today I'm going to talk about mental health specifically in athletes because I have faced anxiety and depression through my experiences as an athlete so let me tell you a little bit about me

when I first got to the USC Volleyball team I was overjoyed let me preface this by saying I was not a top recruit okay I was not called by a bunch of division one schools but USC was my dream scenario and I wanted it so bad and I knew I was good enough despite what anyone else told me so I emailed these coaches every day I called them every week I went in for extra reps in high school I sent them videos I called again until they were like okay you can walk on just like someone contacting us So eventually I got my spot but still these USC coaches did not think I would play one point but I had this fire this zest for competition and I didn't care that I didn't have the accolades that the other girls did so I kept working hard Against All Odds my freshman season I started and played in every single pack 12 match and we won the championship that's me on the left right there and what happened was there was this girl who wasn't supposed to do anything who now has a role on what at the time was

the number one team in the nation mentally I started on this high right because I was living my dream but all of a sudden I began to feel differently I became anxious more anxious than I'd ever felt before I had five alarms to make sure I was never late but I never even used the five alarms because I woke up at 7:15 anyways due to my anxiety over being late and I worried about my athletic performance constantly on game days I worried what if I don't play well tonight what if the coaches bench me what if my passing sucks what if I didn't study the Scout enough there were times I would feel this knot in my stomach and my skin start to crawl and my hands start to shake and eyes well with tears because I was so afraid to play and make a mistake because at an elite level mistakes are costly and on top of it I had school and exams and family and a social life and I couldn't handle everything coming at me so fast and just piling up at one time I want to take a second though to show you guys how this happened to me

because to be ironic it is easier to understand something when you can see it so we're going to look at a typical week in my life um I'm going to disclaimer this wasn't intended to be funny but as I wrote my talk I realized how much of a joke my schedule is so I had some fun with it so if you like to make light of a tragic situation like me you're going to enjoy this if not bear with me I have 16 units of class let's add a nice fat 5H hour practice block then I have required tutoring maybe time to eat because I'm a human who does that sometimes also I need office hours probably with a professor who thinks his class is the only thing I have to do in my life then I have an exam which I probably only know 20% of so I'm going to block out time to study and really master that 20% on top of all my other homework and oops maybe I have 6 a.m. running because my teammate's going through the same stuff I am and she was late one day but don't forget games on Friday and Sunday out of state so now I'm missing these days of class for

travel secretly I'm kind of excited I'm missing class but the logical part of me's like when am I gonna find the time to make up that work because pregame warmup starts not one not two not three but a

whopping four hours before the game so if you thought I'd have time to make it up I actually don't and then it all restarts when I hop off my plane bright and early to do it all again and in the little time I have left um I like to cry in misery I wish I was kidding but if you look at the schedule in all seriousness you can see how this can overpower anyone it could overpower one of you all all of the sudden I was thinking about what I have to do next what I can't be late for what I can't miss what could go wrong and it just kind of drove me off the wall and because I didn't have think I could have any of these illnesses because I was an athlete I battled depression for half a year without even knowing I was when I first became really unhappy it was in August and I didn't know how

to describe it every morning I woke up I immediately despised the day um I didn't have the energy I didn't want to go anywhere I didn't want to see anyone or do anything at practice I just went through the motions I woke up I went to the practice block for 5 hours and I went to sleep and I did that again and again and again I was just depleted completely and utterly drained and do you know how much energy it takes day in and day out to not even succeed but just get by as a student athlete it's exhausting and I told myself you can't feel this way Victoria you have nothing to feel sad about you're starting you have a great family you have good friends and I was confused because I was known to always be the most energetic the most bubbly and talkative and always happy so I said put on this face and just fake it but after a while I couldn't fake it I began to see a psychologist once a week and that was weird being honest you

know the first time I walked into the waiting room I was like oh my God I'm one of those people now like I have a therapist you know you imagine like there goes that voice stigmatizing mental health like therapies for weirdos I thought I'd like walk in and there'd be like this big yellow couch and like this box of tissues and they'd say like tell me your darkest Secrets but like it's not like that it was actually very helpful so after a while of seeing her she suggested I try medicine anti-depressants and I was immediately like what it's like when you've been dating someone for a while and they say I want you to meet my parents and you're like this is too serious now so naturally I refused the meds but of course my depression depression worsened I realized it wasn't something I could just eat a tub of ice cream over cry and be fine the next day the neurochemicals in my brain were literally not producing the way they once were and my serotonin levels were no longer high enough to keep my mood

where it once was what I used to not be able to describe I could formulate into words I had this Dark Cloud over my head and it followed me everywhere it was there when I woke up it was there when I went to sleep it was there in practice every day passing balls and do you know how hard that is when you have to be good at your craft every single day and all you want to do is lay into a ball and just cry I remember times during water breaks I would run to the bathroom and just SOB because for 5 seconds I wanted my day to stop I never got to a point of self harm fortunately and um I never put

myself in actual danger but I can remember a few times that I was spiking and I thought you know if this car accidentally hit me that would stop my week that would give me the break I so badly need I want to show you some pictures that I posted during this time in my life what do we think of these just look at them here I am with my friends at the party there we are looking cute and Christmy over to the right we're

celebrating I look happy right because no one posts what they don't want you to see this photo on the left I was at that party for probably 20 minutes before I was so overwhelmed with all the people around me that I snuck out the back and went home alone and when my friend in the picture texted me and said hey where you go I lied said I ran into someone the f photo in the middle we took like 50 pictures that night to find one that I deemed pretty enough to post on my Instagram completely staged and the one on the right I spent that night crying I was trying so hard to portray this life that I so badly felt I needed to have and this is a problem with so many people my age not just because of depression but because our culture has created this belief that we need to be achieving all the time in order to be happy right look what internship she got look what trip he went on it doesn't stop this constant scrolling of people who look like they're doing so so well

that you sit back and say to yourself well what am I doing what do I look like why don't I look like her it's this flawed notion that says you need to be achieving to be happy and be valued if I'm on the USC Volleyball Team I'll be valued if I get this job I'll be happy at this point you're probably thinking why don't you quit I'm not on scholarship I could just quit why don't I just stop doing that I don't quit because volleyball is who I am it's not a hobby or something I do on the side it's my life like most athletes and what that means is I have to learn how to manage my lifestyle because I have two more years left and you better bet I want to win a championship I have major depressive disorder single episode with anxious features I see my therapist now I take medicine I practice positive thinking I try to be authentic on social media and to people but the biggest thing that stood with me is I sat back and assessed it all and I

thought why why did it take me so long to acknowledge and accept my illness and I realized the culture that we live in as athletes does not make it easy for us to honor this if you think about it the culture of Athletics preaches where there's a will there's a way the best don't rest unless you puke faint or die keep going mental illness is associated with weakness to appear weak is the last thing an athlete wants and we're always hearing about the grind right it's about the grind even if you're not an athlete I mean you've heard about the grind to me it means when you just feel like you can't do something but you do it when your thighs are burning and your spring bullets you run one more Sprint when it's the fifth set and you just feel like you can't do it anymore but you go dig 10 more balls like that's the grind but being a part of this culture makes it so hard for athletes to differentiate between what is hard work and what is pushing yourself too far what happens when this push

through your

workout becomes a push through a conversation a push through a day and all of a sudden a push through your life I know what the grind is I've started on this team for 2 years competing with girls who were supposed to blow me out of the gym and that's why it was so hard for me to honor what I was going through I was in practice thinking I don't want to be here today I just want to go home and rest and I said Victoria the gold ofier left she's here she's working hard she must want it more than you you don't deserve to be here if you're not going to work hard I told myself I was weak for wanting a break and this is so true across all athletes because the stigma makes it so hard for us to come forward did you know that Serena Williams and Terry Bradshaw have had depression Serena Williams she's a legend okay she's been the world's number one female tennis player seven different times and even someone like her can struggle with these issues but that's just stuff people aren't realizing let's

look at concussions for example in 1933 the ncaa's medical handbook said concussions shouldn't be regarded too lightly in 1952 the New England Journal of Medicine said players who've suffered multiple concussions should stop playing football not until 70 years later in 2009 did the NFL even acknowledge publicly that concussions can have long lasting effects on players so we're looking at something here where 20 years ago nobody cared nobody cared about concussions you'd think yeah banging your head together probably not safe no players were told tough it out if your head hurts the way we're treating mental illness today is so similar to the way we treated concussions 20 years ago oh this athlete's feeling depressed sleep it off oh that athlete's having an anxiety attack tell them to calm down we need to make a change societally to make people care this much about mental health because I'll tell you this right now a physical injury is treated more serious than a psychological injury and that

needs to change I could easily get the day off for a physical injury right because I'm limping you can see my ankle swelling but for an athlete to say I've been feeling depressed this week or I've had insomnia insomnia because of my anxiety you're just looked down upon and at this level no one wants to miss practice I mean that sets me behind the competition behind on my team but when the trainer can see you're injured they make you sit out because they can see your physical health is at stake but when no one can see your mental health it's just up to you to decide and someone like me who hates not being there my team will tell you this I hate not being there when they're sprinting without me and I'm injured it kills me so for me to walk up to them and say I have a completely uninjured body and you can't see it but I'm not well and I need to rest today is so hard to do and with everything I've been through I've only done that once

I'm here today for a greater population a silent population of athletes who thinks they'll be viewed as

lesser doesn't have the courage to come forward or doesn't know that they can be a strong competitive Elite athlete and have a mental health issue in 2015 the NCAA conducted a survey they found that out of 2100 athletes 30% reported they were intractably overwhelmed on depression and anxiety they said they've seen a general increase this is 2 years old this should be recorded every season if not every year and they do not even give us numbers on depression and anxiety and this is the most recent survey the NCAA has done it infuriates me that something so serious is being so clearly disregarded I did my own survey to show you guys that this is an epidemic I surveyed 100 men and women from division one schools like Stamford Oregon Washington UCLA you name it and this is what I found when asked if they'd ever

experienced symptoms of depression or anxiety 69% said yes the statistic I gave you in the beginning was 25 when asked if they think the amount of time they need to spend on their sport is too much more than half said yes almost at 90% and the next one honestly devastated me when the results came in and it kept me up for a few days I asked them have you ever felt you experienced anxiety depression or an eating disorder but we're too afraid to tell anyone more than half that means those athletes today are somewhere and no one knows that they're struggling and about 80% agree with me that this topic is neglected throughout Society my University gives me free medicine and free therapy and for that I am so grateful but so many other athletes like me don't get that opportunity because this issue is underrated and they don't have the funds due to the extreme time demands and the and the pressure that we

athletes feel we need to make we need to just be very aware of how athletes are feeling across the country and consistently be evaluating them and athletes need to be aware of their mental health so that they can learn how to manage this lifestyle I love my team they are special girls and I love the sport of volleyball that's why I can't let it go but as I continue my next two years I hope that I hear this conversation get louder I hope Mental Health stops being stigmatized for all people and I hope that one day a person like me can get on this stage ask a question about mental health and no one will think twice about raising their hand thank you

Beating Stress is Easier Than You Think _ Annika S

we don't over think back to why we get stressed or where it's coming from you see stress is necessary the stress reaction system is part of our daily life and with no stress hormones working for us well we would simply die the latest science shows that you have the power within yourself to control your stress just by managing and contain attention to what happens inside and today I will introduce you to the transformative stress survival kit that you already have and you can use it every day for free so sit straight and sharpen your ears because I'm taking you back to the origins of stress back to the basics being stuck in the hamster wheel of life drains your energy and when you

have no energy it's even harder to get off you find yourself trapped because it takes less energy to keep doing what you already know than to learn something new as a medical doctor I wanted to find the solution to this

and learn how to use the how to get the stress system working for you rather than against you and by looking into my own story I saw some simple facts many years ago I lost my firstborn child and my brother within the same week I was devastated totally floored and felt with no hope but I never wanted pity and I knew I had to find the strength to pull myself together somehow and to have strength you need to have energy and to have energy you need to take good care of the basics of your body and mind so I reached out and my friends helped me they came with food and we went walking and I felt the connection to the world again I started caring for my sleep my eating and my exercise and I not only felt better mentally but I also got so much more energy that I could pull myself together and get on with my life it was like I had been given a survival kit I saw a pattern in it I saw SAE for sleep eat exercise easy can you see the years later my work as the doctor and my family life started to feel overwhelming

again and I saw myself on the hamster wheel heading for burnout and I found myself isolated in my mind and I needed to remind myself to take care of me I took a step back and I looked into my tool kit where the tools still there yes they needed attention and maintenance I needed to see the survival kit and remember what it represented I've regulated my sleeping my eating and exercise again and I started to be social with my friends and my energy was regained and today this is very clear to me and I hope that my findings will benefit you to the World Health Organization states that stress is the number one health problem facing us today stress-related disease is the number one cause for long-term sick leave which not only affect the individual suffering but also cost our society and businesses millions of dollars in lost revenue each year there is an individual cost here - - to change our behavior towards the Karma path cost and energy and when you were in the hamster with you have neither of those

so what do we look for the quick fix we are swamped with quick fixes helping our stresses like pills drinks energy apps gadgets books and more to help us deal with it all but all of those things just give us more to keep track of right and not only that the relief is temporary because the core problem is still there and your stress will just come back and hit your heart reach time until you hit burnout so how do you get long-lasting control over your stress start with choosing to change it has to come from within a great way to see what you need to change is by writing it down every writing a goal is so much more powerful and sustainable than just saying it you can now see your change then check in with your survival kit and raise your energy levels the way to get lasting energy for yourself is by is to generate it with healthy living with quality sleep nutritious food and daily exercise these three things are the tools in mind and your survival kit to sleep to eat to exercise yes they themselves are

the tools think see and

you will always have it in your mind see is your inner engine that will help you stay alive and let you do all those things that you want to do and when said when maintained properly they will give you an abundance of ERV energy which in turn we'll help you to go from a life of chaos to a life of calm so let's look at them more in detail tool number one sleep our sleep is steered by something called a circadian rhythm which is a system of inner clocks set in our brain managing biological processes there are many of them in here this finding was given the Nobel Prize in medicine to three American researchers who won it in 2017 a disturbed sleeping pattern is an early sign for stress signalling that some of these clocks are out of order like in this guy regular sleep science says seven to nine hours per night is needed for our brain to make its repair and cleansing getting waste products out and letting new blood in all to make the brain resilient to the stress response this also goes for

weekends because this the circadian rhythm the clocks in here does not know the difference between weekend and weekday your brain has to do its work every night no matter what like in these little beings you can also help your brain to relax and get a good night's sleep by leaving your phone or tablet outside the bedroom your device uses a blue light that is suppressing the release of the sleep hormone melatonin when you look at it and you study or in a new book by dr. Anders Hanson from the Karolinska Institute in Stockholm he shows that your smartphone is hijacking our addiction reward system so just by being there by our bedside even if we don't use it it has the power over our subconscious mind and that is disturbing our asleep so get your phone or tablet out of the bedroom for a good night's sleep tool number two is about healthy nutritious food three main meals a day is recommended to bring your energy to your

body and bring eat a little bit of everything and lots of fruits and veggies you know the saying an apple a day keeps the doctor away I like to say eat three colors today on your fruits and veggies that is to keep the doctor away and you will also get all those good antioxidants that you need without having to learn all the odd names that they have keep an eye on your portion size too using a standard size plate and only taking one serving per meal and you won't need to turn to those complicated diets that will stress you out even more and why not bring a small bag of healthy snacks berries and seeds in your pocket for moments of stress or energy loss tool number three last but not least is about daily exercise the wonder medicine for so many things in your body it is scientifically proven to reduce blood sugar blood pressure and cholesterol levels weight muscle ache joint problems so don't forget to stretch every now and then you can stretch right now because it's time to do that you've been sitting for so long

and physical activity has also been long known for the first treatment pill of depression because of the tight connection between movement and brain activity we know from studies that physical

activity helps our brains thinking ability have you ever noticed that when you lose the thought and then you start moving your body that thought comes back that's what I'm talking about so who doesn't want to get that pill well the pill is brisk walks for 30 minutes like these girls are doing and don't forget all the other free physical activity that you can do like taking the stairs instead of the elevator parking the car further away from the market and turn on the music when doing household chores and ordinary sweeping a vacuuming can turn into dance moves or land and make life both fun and healthy by inviting friends to moving outdoor activities friendship meeting people is also known to be to decrease stress and to increase calm in life the possibilities are almost endless this might all seem overwhelmingly much to do

but you just need to do one small change at a time one by one like choosing different colored food or taking your phone out of the bedroom and had many small positive changes will will will will adapt a big difference in the long run did you know that we are wired for the negative to see a problem before it becomes a threat because we need to see the threat in time this is all part of our inborn stress system that helped us survived on the savanna 200,000 years ago and we also wired for all those quick fixes all for the same reason evolution does not work very fast we're still stuck with with the same system version 1.0 even though the world outside has changed drastically and and the threats today are totally different we also wired for routine because doing the same thing over and over takes less energy than changed and consequently change feels like hard work therefore lifestyle change actually feels like hard work it's about making measured and consistent tweaks in your lifestyle for the better it can take

more than 50% of the total energy to make the to start changing and get moving and the longer you persist it goes easier and easier so keep doing this this new way day in and day out until it becomes automatic and natural to you soon it becomes your ritual something you don't want to live without and now you have hit a home run and can celebrate your success it is a good thing to celebrate your wins do you see how this all comes together basic daily managing management of your body and mind is the simple key to find peace and calm and avoid stress in your daily life this is for everyone all ages all genders yes all humans on earth because this is biology and you cannot get away from it some people might even need this more than others because you know life can be unfair and some of us or more vulnerable but remember the survival kit is in all of us no matter what I bet you never saw these all-natural activities that we do every day as tools see sleep eat exercise your survival kit but once you do there will be a shift in your

perception every time you talk about it or do it and if you make it a ritual it will benefit you for the rest of your life every day and now that you have written down your goals and you have generated that energy for it by SCE you will find it easier to leave the hamster wheel and make changes in your life long lasting changes in your work in your money situation with your friends family network wherever

you need to make change to live your good life remember quick fixes give short-term relief and long lasting groundbreaking change keeps your calm and healthy now you know the simple vital tools and the choice is yours can you see your change thank you

Becoming As Ethical As We Think We Are _ Morgan Ha a couple of months ago I had the opportunity to see Andy Fastow former chief financial officer of Enron speak he began his talk by saying that he was raised in a very ethical home and that when he was at Enron he thought he was a very ethical person and he also said he holds himself most responsible for Enron's forty billion dollar downfall arguably the biggest business ethics scandal in history for his role in that scandal he faced seventy eight counts of fraud and spent six years in jail and he began his talk by holding his trophy for CFO of the year in one hand and his prison card in the other and told the story of how he got both in the same year well some might see this is just another example of the greed of big business my experience tells me that this leaves something out you see I too used to think I was really ethical in fact if there's anyone who should have been at achill it was me I studied ethics in University and spent

six years working in the ethics office of a large corporation as part of my role there I routinely answered questions from employees I was on the ethics side of the desk they were on the business side and because I wasn't actually in the situation it was easy for me to say no and then something happened that made me realize that the ethical choice isn't always clear and that sometimes we don't do the thing we think we will do when we are actually in it I went to do my Master's in Utrecht University in the Netherlands we routinely did case studies one of these was about the ethics of egg donation it was the first time I had ever heard the term which for those who don't know involves an intense process or one woman donates her eggs to help another woman conceive things are relatively clear for known donors where the woman is a sister or friend but when it comes to the compensation of anonymous donors the ethical waters get muddy i sat in my classroom table windmills out the window and used my

training and ethical theory to consider all the factors I thought through the possible impact to the donors fertility and the risks of financial compensation might have her her ability to make an informed choice and in response to this particular case study question about whether or not it is ethical to compensate an egg donor for her eggs I said no fast forward six months my husband and I returned from the Netherlands to start our next adventure starting a family when things weren't going as planned I went to the doctor for some tests I can still feel it the feeling of dread in my stomach as we waited to see the specialist a deep knowing that the doctor was going to confirm something I'd known intuitively for some time Morgan he said tears in his eyes your tests confirm the diagnosis there's a less than 5% chance they go get pregnant on your own and if you want a baby egg donation is your best option it is one thing to say something is that ethical when you're sitting on one

side of the desk or

writing a case study it is something entirely different when ethics seems to stand between you and the thing you want more than anything you've ever wanted in your entire life what I want to suggest is that ethics is rarely black-and-white and that we have a better chance of making better decisions if we realize this is the case and I've courageously into the gray the fact that Andy saw himself as ethical while at Enron and that I found it easy to judge situations as unethical until I was in them myself teaches us something important which is that as humans our motivations are mixed we are both moral and self-interested and this means two things first we often don't see the ethical aspects of our decisions and second we often don't make the decision we thought we would even if we do so why does this matter it matters because individuals and corporations are making far fewer tangible improvements in ethics than we would be if this was understood so even

though it feels like we're going a world away from Enron an egg donation I want you to stick with me as we look at the implications of this in my world which is no longer ethics corporate ethics but the ethics of fashion a few years after returning for home from the Netherlands I took a sewing class my first project was a blue dress I chose the pattern cut the fabric pinned and stitched it and as I did so I began to think embarrassingly for the first time about who made my clothes this question led me to start the garment a company whose mission is to change the face of fashion by connecting women and responsible brands we search the world to find the beautiful quality responsibly made pieces we shoot these garments on real women of all colors shapes and sizes and we connect them to our community members with a discount and we do almost all of it on Instagram Instagram is growing with shocking ferocity and is in my view the new mall with a strong potential to be an ethical one there are hundreds of thousands of

people interested in buying ethical things hundreds of thousands of companies who consider themselves to be ethical and hundreds of thousands of influencers connecting them over the Internet this is great you might think we can use this to help shift the fashion world from one that is fast and excessive to one that is slower and more sustainable not so fast think back to what we learnt at the start about how difficult it is for us to see the ethical aspects of our decisions or make the decision we thought we would even if we do so let's look at the implications of this for the three main players in this new fashion economy influencers consumers and brands first influencers last fall social media influencers arrived decked out cell phones in hand to a beautiful storefront in Santa Monica to attend the launch of a new luxury store called pale SE unbeknownst to them it was actually a trick and the store was filled with \$35 payless shoes they're elegant and

sophisticated said one influencer holding up a shoe with a \$500 price tag I could tell they were made from high-quality material said another now I don't think these influencers were misleading people

intentionally it's just that the fancy store paired with the fact that they were being compensated made them actually think the shoes were pretty good next let's look at consumers show of hands who here thinks sweatshop labor is wrong yeah me too well what have I told you then it all likelihood both of us are pretty willing to toss that out the window when we see something from a sweatshop that we want in her study titled sweatshop labor is wrong unless the shoes cute near Oprah haria showed that we're before seeing a cute pair of shoes people like us simply say that sweatshop labor is wrong whereas afterwards they modify their morals and justify the purchase they do this by telling themselves that the sweatshop labor results in jobs that wouldn't otherwise be available to

people in poor countries and also in products that wouldn't otherwise be affordable to low income people sound familiar yeah I've done it too lastly let's look at brands many of us are familiar with the term green washing which is used to describe brands that exaggerate their environmental commitment in recent years I have watched size washing grow this appeared to be the case last year when a well-known sustainable brand announced their launch into the plus-size market with an inclusive sizing collection the move was celebrated by plus-sized women around the globe unfortunately perhaps due to fears about the financial viability of the plus-size market their commitment seemed to stop there the number of plus-size dresses on their website was at one point dwarfed by the company's New Year's Eve dress collection leaving all the women who at first felt excited thinking WTF now don't get me wrong I'm not criticizing these three players for behaving the way they do I'm only using them to show that

most times because of our desire to either make or save money and our perception that ethics is a threat to that those of us who think we're pretty ethical don't always live up to our own standards the effect of this in the fashion space is this influencers are so swayed by their compensation that we can't really trust them consumers will only buy ethical fashion if it's cheap enough and right in front of them and brands make the ethical changes they think they can afford and publicize the hell out of it the result is that the cycle of relatively poor quality fast-fashion continues this is discouraging and thankfully we can do better I built the garment on the understanding that ethics is in black and white and my experience tells me that we have the best chance of building a better story if we acknowledge the tension between ethics and self-interest and dive vulnerably into the grey here's what this looks like when I'm standing at the mall I

know that I'm a person who says like you that's what child labor is wrong I also know that the fact that these shoes are cute is going to make me want to think that buying them is okay simply the act of realizing that my self-interest has a role here can be enough to snap me out of it I can remind myself of this at the mall but also at the office when I'm preparing my financial results or when standing in a group of friends trying to decide whether to speak up after someone tells a racist joke or when I'm standing in front of the kitchen sink trying to decide whether to wash out the peanut

butter jar before putting it in recycling if all of us acknowledge this tension between ethics and self-interest were in a better position to do better if we have the courage to acknowledge this tension in community my experience tells me that it not only results in a special type of human connection but also an ethical ripple effect this simply is impossible if we make these hard decisions on our own now these decisions still aren't easy but the

garments business model helps make them just a little bit easier by making the economics of ethics work when brands like the New Year's Eve dress company say that they can't afford more inclusive sizing the garment sponsors those larger patterns and helps the brand's make more money and bigger ethical shifts by selling those new and improved larger garments to members of our community when individual consumers say that ethical fashion is too expensive too hard to find and not cute enough we find the cute quality responsibly made things and connect them to our community members with a discount something which makes it easier for them to follow through on their anti sweatshop labor convictions the model helps make it easier for people and companies to behave the way we they want to and it works last year in its first corporate year the government did over 1 million dollars in responsible garment sales I want to come back to Andy from Enron intrigued by how someone as smart as

Andy could get himself in a situation where he spent six years in prison I sent him a message hi Morgan he responded yes I don't think the challenge is getting people to do the right thing 99% of us always want to do the right thing the challenge is even realizing we have this decision to make what we've learned here today is that that's hard to see because of our self-interest and that we can be better when we realize this is the case speaking of which you might be wondering what happened with the egg donation we spent the first few months after our appointment with a specialist grieving then I acknowledge the tension between my ethical concerns for the donors well-being and our self-interested yearning for a baby open my heart and open I emailed a friend from the Netherlands who has her PhD in bioethics and together we drafted a series of robust questions about compensation and informed consent which my husband and I proceeded to ask every clinic we looked at in addition to questions about ethics

we also asked them questions about their success rates and didn't stop until we found one with high levels of both and in case you're wondering it cost more the quality and ethical things usually do so that blue dress I told you I made in the sewing class it was for my daughter her sister now wears it and because of our dive into the gray we have not one wonderful daughter by two you

Can Magic Mushrooms Unlock Depression_ _ Rosalind Translator: Hiroko Kawano Reviewer: Rhonda Jacobs This is Kirk. He suffered from depression for five years. He tried antidepressants, talking therapy, and nothing helped. In May 2015, in Imperial College, he was given psilocybin, also

known as magic mushrooms. And since that time he's been depression free. This is Ben. He suffered from depression for 30 years. And in that time he tried everything: CBT, group therapy, a list of medications prescribed to him by his doctor, and nothing helped. In June 2015, he was given psilocybin, and since that time he has been depression free. Not only had the symptoms of his depression gone, but in the last year,

he has done an acting course, a printing course, he's flown on a plane for the first time in a decade, and his career and social life are flourishing. I can't show you his face because magic mushrooms are an illegal psychedelic drug, and he's asked to remain anonymous. Magic mushrooms - you might think of the '60s, dropping out, jumping out of windows thinking you can fly. You might think of going crazy, quite the opposite of what magic mushrooms did to Ben and to Kirk. And despite its bad reputation, we need to ask the question: What does this mushroom know that we don't? What does it do that we can't? I'm a clinical psychologist at the psychedelic research group at Imperial. It's a vibrant group of scientists and clinicians

asking these very unconventional questions in a most conventional way. It is led by Robin Carhart-Harris - he's a pioneering neuroscientist, and also overseen by David Nutt, who is a world-renowned psychopharmacologist. And together they cut through ribbons and ribbons of red tape so that we could do the first psilocybin for depression study last year. And in this study, 20 individuals with treatment-resistant depression, were given a high dose of psilocybin in a therapeutic setting. Now, the numbers of may seem small, but the results were remarkable. We kept seeing these drops in their depression scores after the psilocybin treatment over and over again. Their symptoms of depression were going right down, much bigger reductions in depression scores than you would expect to see in trials of conventional treatments

like antidepressants and talking therapy. The depression scores were going right down, and they were staying down. Six months after the dose, six of them were still in remission, no symptoms of depression. Three of them didn't really respond to the drug, so there were small reductions in their depression but only for about a week. But for 11, their depression was greatly reduced for about two months, and then the symptoms of depression started to creep back again. Now, that might sound very disappointing, but with antidepressants, you have to take them every day. They have some unpleasant side effects; it takes weeks for them to work. And they are a palliative treatment, not a cure. But with psilocybin treatment, we were seeing immediate reductions in depression symptoms, immediate relief that last for months,

without side effects, and it seemed to be working on the root causes rather than just suppressing symptoms. Depression is a relentless, haunting affliction. Winston Churchill called it the black dog. Patients in our study called it a concrete coat, a sack over the head, a locked box, a prison. They

had tried between three and 11 types of antidepressants and six types of talking therapy, but nothing had released them. They were stuck in their individual prisons of depression. And they're not the odd ones out. We are entering an epidemic of depression. It's the number one cause of disability globally, and it will affect everyone in this room - either someone you care about or you directly. And we don't understand depression. We don't really know what causes it. And despite enormous scientific endeavor, we have not yet found a conclusive cure.

We don't really understand it. It's a complex mixture of so many different factors. And when it hits, it can be a wave of sadness shame and grief, or it can be just a shroud that kills all feelings. And it's not an illness that we can just test for and treat. It's different for every person. So how to unlock depression? The key is never simple, and it will be different for each person. So, in our study, we were originally looking at the effect of psilocybin on the patients' brains. So it makes the brain go from rigid to flexible, hyper-connected. You could say that it unlocks the brain. So in our study, we did these brain scans, and we could see this increased flexibility. And we also included a symptom measure, so we could see that depression symptoms were going right down.

But that doesn't tell the full story. We wanted to know from patients in their own words. What was happening? What was the psilocybin doing? So we interviewed them all six months after the dose, and we analysed the interview transcripts and came up with two themes about what psilocybin was doing. But before I get onto those themes, I think maybe I should clarify what a psychedelic experience is. So psychedelics allow the unconscious mind to become conscious. Important material that has been built up over the course of life but that has been pushed out of sight where you can't see it, emerges, like - it's kind of crumpled clothes that you push to the back of your wardrobe, and it emerges, it comes out; you don't just see it, you embody it. Memories, emotions, pain, love, grief - whatever has been hidden

emerges and demands you feel it. It can be incredibly painful and incredibly beautiful. Patients in our study described overall having three main types of experience. So firstly, visiting past traumas; secondly, having insights about your life - negative patterns and how to change them; and thirdly, these experiences of harmony and connection and unity. And sometimes they would have all three experiences in the course of one dosing session. So here's our treatment room. And you would have the two therapists either side of the patient. They'd be given eye shades and asked to sit back and listen to the music, and just surrender to whatever comes up. And they would have had sessions with the therapists beforehand so that they trusted them and they felt safe. But the therapist doesn't structure the sessions at all or direct the content in any way.

But there was a structure to sessions. There was a beginning, a middle, and an end, and a flow of ideas and symbols that built on each other in the most sophisticated way, as if it had been planned

by a most excellent therapist. Now, in my previous work as a non-psychedelic psychologist, providing talking therapies in the NHS, I would plan my sessions for my patients and think, how can I help them talk about traumatic experiences or how could I help them get a different perspective or develop some self-compassion or some motivation for change. And I'd try and instill all these things. But it's all coming from the therapist; the patient experiences it as somehow outside of themselves, and it sometimes just misses the mark. But with the psilocybin sessions, I was witnessing patients go on their own journeys of healing, the ideas all came from inside themselves,

and they were powerful and transformative. Because the lessons were planned by the most accurate therapist there is: themselves. So, the themes: What did the patients say the psilocybin did? The clicker is broken. Can I have another clicker?

Okay. The next slide isn't coming up, but I'll tell you what it says. It says that the first theme was of an inner unlocking. So patients described going from being emotionally locked up inside to being emotionally liberated. They described going from being avoidant of emotion to accepting emotion. So, they talked about how in depression, when stressful or painful things happened, emotions were distanced or suppressed. They - our society doesn't really value suffering. It's seen as a weakness.

So they'd learned to put their feelings in boxes. Sam remembered growing up and being told 'Boys don't cry', so he learnt to suffer in silence. And many of the patients just - they couldn't deal with their feelings because so much had happened in their lives, they had so many years of hurt, they just didn't have the resources to face it all. And they had many different ways of avoiding their pain, self-medicating through food, through television, through painkillers and then often through antidepressants, which didn't really work on the root causes of their suffering, just numb the worst of the pain. But they also numbed other emotions too. And so many of the patients described feeling numb and unable to feel. Many of them had described experiencing trauma in their life, often in early childhood. And they've never been able to process it

or think about what had happened. And in their psilocybin experiences, they were able to process these things. John - Where's John? John here - He had suffered from abuse in childhood, and in his psilocybin dose, he saw a great big cask, and he knew that in that cask with all of his pain and shame that he'd never been able to think or talk about. And he grappled with it. It was extremely painful. But in the course of the session, he was able to unlock that box and accept his past. And it was so powerful. Many of them cried for the first time in years. This cathartic experience of accepting emotion and just being able to live it. We saw in six hours what you would often see in six years of therapy. And now the second theme

is of an outer unlocking. So, they described going from disconnection to connection. So, they talked

about depression as a gradual turning inward, slowly becoming disconnected from the people you love, from your identity and becoming just kind of trapped in their minds, trapped in a small corner of their minds, locked there with constant negative thinking attacking them all the time, and the psilocybin started a process of reconnection. So Ben described it this way. He said, 'It was like when you defrag the hard drive on your computer. I experienced things being rearranged in my mind, I witnessed it as it was all put into order, and I thought my brain is being defragged! How brilliant is that? And since that time my thoughts make sense, and I ruminate less.' And other patients

described the same process but in a different way. Some described it as the fog lifting or being able to see clearly. John said it was like turning on the lights in a dark house. And after that mental reboot, they were able to connect to their senses, they would connect to their self, their identity. Kirk said he felt like he was gliding through life, and they could connect to other people. John went for dinner with his wife for the first time in seven years, said that they were like teenagers again. Many of them felt a connection to nature. They didn't just see nature as a thing like a television or a picture, but they felt part of it. And they connected to a spiritual principle for the first time - some of them. Overall, they went from being trapped to being unlocked, expanded and free. So, altered states of consciousness have been held in high esteem

for thousands of years around the world. But the scientific research is in its infancy, and we're excited to be doing a bigger study this year. But we're still treading carefully. We don't know so much about it yet. And it won't be right for everyone. So, we're treading carefully, and we're going to learn so much over next five years about how and when psilocybin can help us. But I believe that it could revolutionize mental healthcare. Patience in our study described all these superficial treatments, short-term therapies, sticking plasters that didn't help. Nothing had ever helped because nothing had ever got to the heart of their pain. And in this epidemic of depression, there are so many people in need, so many people need help, and the NHS can't afford to provide long-term treatments,

years and years of psychotherapy for everyone. But I believe that if we incorporate psilocybin into existing short-term therapies like the therapies I used to work in, that we can make them so much more effective, so much more powerful. It's supplementing therapy with a medicine that lets you find a way out of your suffering rather than just padding the cage. So, can magic mushrooms unlock depression? The answer is 'no'. It's not the mushroom that unlocks depression, it's the patient. The mushroom just shows them the key. Thank you.

Change Your Brain and Resilience _ Lehan Stemmet _

thank you very much now one of the interesting things is before I kick off is I'm a stress research I'm

really interested in stress one of the things that we do in stress is we let people do public speaking because it raises the blood pressure raises the cortisol levels it raises a whole bundles all sorts of interesting things so well then to all the speakers today I will take blood samples afterwards so I want you to imagine for a minute maybe a bit longer but I want you to imagine that I give you a bunch of threads and I ask you to take those threads and weave something we've met so you're weaving a net and after a while I'm going to ask you to hold that that net and compared to everybody else's around the room and even if I gave you the same threads to start off with I take a bet that none of your weaves will elect look exactly the same and I want you to imagine that I asked you to

change your weave I ask you to take that same thread it's the same threads that I gave you an issue to start off with and I asked you to weave something else a different pattern and you can imagine this comfort that goes on in your head at that stage when I say to you you need to do that because what it means is you need to take what you've already woven and pick it and start weaving something else with it and the reason why I use that analogy is because your brain is pretty much the same thing actually your brain is a weave of different patterns and we all have different patterns in our brains and that's how it all how it's all went together so I'm going to give you a little bit of a neuroscience lesson very basic neuroscience to kick us off this is usually when students start nodding it's not because they're not in agreement it's because they falling asleep but I'm going to give you a quick rundown your brain is an incredible organ your brain is about 78% water now I need to clarify that it's 78 percent of the material in your brain

consists of water because if your brain was 78 percent water it'll be difficult to sleep on your side for obvious reasons and the other reason is every time you say yes or no you'll get seasick right so that's not the case I also always have to remind students that that doesn't mean that you can drink more water before an exam and perform better the next day you need to study as well so with your brain the other thing that's amazing about your brain is you might have heard that we only use about 10% of our brain and some people might say that is untrue and the fact as it is probably untrue but in reality you have trillions of cells in your brain literally trillions and trillions of cells in your brain but noteworthy 800 billion of those cells are neurons and that's what really makes your brain tick and that's about 10% of your brain of all the cells in your brain so you were 100 billion neurons in your brain to put that into context if you take all the neurons and the average length and I put

them end to end they can go around the earth four times just in your head so in your head you have a world of opportunity basically the second thing that is quite impressive about your neurons is when you little every neuron in your brain can connect to 15,000 other neurons when you are an adult that connects to about 10,000 other neurons so that's really quite impressive as well another thing that I found quite fascinating when I studied neuroscience and biology a couple of years ago about 20

years ago one of the things we were taught back then is that your brain grows to a certain age and stage and it stops growing doesn't produce any more new cells and once the connections have been laid down that said those are the connections that you have for the rest of your life today we know that is not true through a process of neuroplasticity and some people also refer to synaptic plasticity your brain keeps forming new connections every time you learn something so actually since this morning up until now your brain is

different to the way that was when you walked into this building this morning and some people have estimated that the number of possible connections between your cells in your brain is greater than the number of atoms in the universe so not only in your brain do you have a world of opportunity you have a universe of possibility of possible connections in your brain that is really impressive the other thing is also through a process of neurogenesis your brain keeps producing new cells and that was actually discovered at the University of Auckland not too far from here we believe 20 years ago that that's not the case but today we know that your brain keeps producing new cells and it's an estimated number of about 700 new neurons per day to put that into context context that means every year your brain produces about 250,000 new brain cells new neurons what that also means is one cell every two minutes which means by the end of this T talk you'll have approximately seven to eight new neurons you can thank me for that

later so more than 20 years ago I went to university I didn't quite know what I wanted to study so I decided I enjoy science I really enjoyed science I was good in science and so forth so I studied biochemistry because it allowed me to do a whole range of different things anything from medicine all the way through to commercial business and so forth I had to choose a second major so I went with microbiology also really interesting subject and very closely linked to each other but then in biochemistry and in microbiology I learned something in biochemistry I learned something about how caffeine impacts on your brain and the impulse in your brain and how it you know deals with certain things and I thought that's really interesting so it impacts on behavior and I asked the microbiology another professor mentioned something about the interaction between microorganisms and your brain and behavior and I thought that's really interesting so I went to both of these

professors and said where can I learn more about this and they all looked at me strange and said you need to enroll in psychology so like any other student would do I enrolled in psychology a third major and I found that really interesting what I found really interesting about the three different subject areas is that first of all all three subject areas had knowledge so you need to needed to learn different sources of knowledge and that wasn't so much the challenge as their way of thinking every single one of those sub had a different way of thinking and that was the real challenge you needed to really challenge how your brain works how your brain operates how you think about a problem how you think about a solution because they were all really different what I also discovered during

that process is that your brain has knowledge and it has memories and actually knowledge and memories might be exactly the same thing and the only difference I see between knowledge and memories is that a memory is a piece of

knowledge with emotion attached to it so if I can change knowledge by my way of thinking and combine it to come up with innovative new ideas it also meant that I could use memories of the past or whatever else's and I could use that in a different way to become quite innovative in how I apply that and how I deal with certain things in the past so through my studies in biochemistry microbiology and psychology I became really interested in this concept of resilience back then we didn't call it resilience we call it stress research and what we believe back then is that people have stress they've got things that happen in their lives and then there's an outcome and we had the sort of event and response idea and I wasn't really interested in that because what I've observed is a lot of people actually had a very different way of dealing with things the same thing to people might have exactly the same situation one falls apart knee other one flourishes in the same situation so I became really interested in what happens

in between the event and the outcome so that started this whole 20 year journey 20 year plus journey on what is resilience and also because I had a couple of things that I needed to deal with at that stage so I developed this personal project that I call deal with it and what I'm going to share with you today is a little bit of the outcome from all of those conversations that had with people over the years and through my studies also had the opportunity to go and work with a whole range of different people and arrange different organizations and countries and so forth and it wasn't uncommon for me to sit with chief executives in their office in a couple of hours later I'll be sitting next to somebody and what some of the poorest communities in the world so I had this opportunity to look at people in the resilience in different parts of the world at different levels of society and so forth and I started looking for the commonalities what is it that makes someone really really resilient I'm not

talking about day-to-day stresses I'm talking about things that really happen that is hard on them and how they coped with that it also gave me the opportunity to challenge the weave inside my brain and how I needed to rethink certain things that was going on and that I needed to work through so I'm going to use a couple of models to explain something to you I'm not referring to Maslow's hierarchy of needs because that's what I research I'm referring to mezzos hierarchy of needs because that's something that most of you will probably be familiar with you if either studied management in psychology or some behavior basically Maslow said that there are five levels to optimal performance they work like this your physiological needs need to be met after that you need your safety needs met and after that you need your belonging this meet and after that you need self esteem and after that you reach the level of optimal performance which is self-actualization where

you is all your talents all your capacity

only capabilities to better often to better society and make that in a better world a better way one of the really interesting things that I've discovered about resilient people is that they don't confuse needs with once so they are very clear in their heads that if I have enough whatever that might mean to them they they can move on to the next level and they can move on up to the level of self-actualization they didn't get to a point where so people who are not as resilient often got to a point of let's say self-esteem and then I feel I need more before I can do something for a local community I need to do something more before so that I can get more self-esteem before I can contribute to the community where as resilient people never had that feeling they always felt I have enough let me start contributing that the second thing I noticed about resilient people as they take Maslow's hierarchy of needs and they flip it on its head they start from a perspective of self-actualization by actively

contributing what they have where they're at in ways that have purpose meaning and significance and they know that through doing it through contributing to society through contributing what they already have they will have their self esteem needs being met they will have their belongingness they will have is they will have safety needs met and they will eventually have their physiological needs met as well so they actively think about ways to contribute what they have in proactive ways but there was thought something a little bit missing that I wasn't quite clear on so I continue to do research and further research reading having conversations with thousands of people and just to put that into context by PhD research alone at about a thousand five hundred people from all over the world and that was just one part of this so I can't tell you how many people I've spoken to over the years but it's many people and what I've discovered is that the resilient people face reality they see it for what

it is and they deal with it proactively they don't see a molehill as a mountain a Molina is exactly a MOLLE that's just a molehill and a mountain is a mountain if it's a big thing it's a big thing of it's a small thing it's a small thing they also don't ruminate now rumination is when you add negative tip motion to things that happen in little in life and the research consistently shows and I didn't believe that's the first my sort but the research consistently shows that rumination is not good for you you're thinking about negative what-ifs if onlys should have screwed up sand all that sort of thing and you continue to think about it a rumination pushes up cortisol levels which means it suppresses your immune function which is why people get sick and they get fever blisters and cold sores and all sorts of weird things when they ruminate too much and have to I live levels of stress the second thing I noticed by there is also they they forgive others they forgive people who have wronged them they don't resent

people and there aren't any other people and in fact resilient people that I've spoken to have realized in their lives that resentment unforgiveness an enemy is the same or follows the same logic as banging your head against the wall and hoping that something with someone else will get hurt by it and then getting really annoyed when they don't get hurt and you get hurt by it so that's how they think they think very differently about life so how do we put all of this together more quite simply we've heard a lot about change today the whole theme is the changing faces monaco changes a narrative evitable john C Maxwell said that change is inevitable growth is optional so we are continuously going to face changes in life there will always be changed they will be changed in your family they'll be changing your own life in fact your brain is changing right now you can't stop that it is changing as you listen to this talk as you listen to other talks your brain keeps changing it's something that will keep happening but what we do need is resilience as

individuals as communities as families as organisations we do need resilience to deal with the change that is coming away so one of the things you need to do to become resilient is to contribute what you already have your knowledge your skills your abilities your experiences and I just want to qualify the difference between experiences and experience experiences are the things that you remember those are memories as are things that happen in your life experiences what you've learned as a result of that so if you can share your experience with people in a proactive way that will contribute to their lives to other's lives to community it will change the wall it will lead to resilience for yourself and for others as well so contribute your weave earlier on I also mentioned about significance purpose and meaning and the interesting thing is that those three things purpose meaning and significance need to happen for you to feel self actualized and the thing is that we often want these three things to happen

at exactly the same time because we live in a culture of instant gratification the thing is this will gratify you but the gratification won't be instant something with purpose now will only have meaning and significance later on in life if you plant the seed right now it only bears fruit years later and so the significance in the meaning of that purpose only becomes something that is relevant later on or something that you can really see later on in life so purpose meaning a significant really is important it takes time we have to patiently weave what is in our minds and patiently work towards contributing to society but when it happens it is the coolest thing and you will know when it happens because you'll have that feeling also when I lever it a little bit on significance the meaning of significance so something that a significant does not necessarily need to be something that is big in public because that often leaves people feeling a little bit vulnerable if I suddenly have to go and share everything that's happened in my life or

I have to think about studying the next world vision or UNICEF or whatever not-for-profit organization there's out there it doesn't necessarily need to be something that big because it leaves

you feeling vulnerable but you can do something very small and it can be something with a lot of purpose and a lot of meaning and a lot of significance think about something simple like smiling to somebody or smiling at somebody walks past you that might be the first smile they actually see in life and it might change their mind they might have been on a route to suicide and suddenly they go somebody's smiling at me this is really important for them so it doesn't have to be something that is huge i often when i still lectured i often used to ask students who come to class i was to ask them why are you here what makes you come to study further and the students that had the best outcomes and i'm not talking about students who necessarily got 90% or 80% or you know the high grades i'm talking about students who made the biggest

improvement in their own lives despite tremendous challenges in the lives those were the students who had a purpose that was much bigger than just them they were the ones who said to me i'm here because i want to inspire my community they were the students who said to me i want to be here and get this degree because i want to be an example to my children they were the students who said i'm fed up with gang life and drugs i want to show my mates that this is not the way there's a better way so the purpose was like a lot bigger than just the way just theirs themselves they had a much bigger vision the reason why that's important is because it really challenges them when the going gets tough they know that this is not just about them it's about others who are looking at them very closely to follow what they're doing so one way to do this is we can always you can wait you can wait until your brain changes you can wait until the attitude changes you can wait until you've got new

neurons but the research more and more consistently shows that the best way to do this is to change your behavior so behavior drives attitude change not the other way around which is interesting because in business we often try to get people to change the attitude and hope that behavior will follow but the research shows you change behavior attitude will follow good behavior also leads to effective neurogenesis new neurons new ways of your brain forming and so forth so your your behavior really informs how your brain is shaped in the end of the day so i'm going to ask you salt you a question and me a question because it's easy to hear these things and think that this is quite an easy thing to do but when the going gets tough even for somebody like myself who studies this thing or stuff around stress and so forth when the going gets tough i normally ask myself a question it goes something like this is what i'm doing thinking and feeling right now helping me or anybody else in any way if the answer to that is no then

i ask myself a second question so what's the point of doing it thinking and feeling it because if it serves no purpose there is no real need for that the second question i want to ask all of all you and me is what are we going to do with what we have in our heads where we're at regardless of where we from to make life better for ourselves for society for our communities for our organizations for our

families studying today don't wait with it it's something you need to start doing today you can't procrastinate on this we have to start today thank you very much

Change Your Mindset and Achieve Anything _ Colin O Reviewer: Cihan Ekmekçi I'm here today to talk to you about overcoming the biggest obstacle you'll ever face. Let me take you on a journey. It was the middle of the night, almost a year ago. I struggled to breathe. Each step taking longer than the last, I fought my way upward at the cruising altitude of a commercial airliner. "Focus," I thought, "keep pushing forward." The combination of 130 days of consecutive climbing, the -60-degree windchill, and the actual physiological state of my body fighting back at 28,000 feet on Mount Everest summit ridge was pushing me to my breaking point. "Get a hold of yourself, Colin." I desperately tried to regain control of my mind.

But doubts, fear, and pain swirled in my thoughts. "One step at a time," I thought. In an apparent daze, a chair appeared in the snow in front of me, blurring in and out of my vision. "One step at a time," I thought. These labored steps reminded me of steps I had taken before - steps that had given me a new lease on life, steps that would bring me to my knees yet simultaneously teach me life's greatest lesson. My mind flashed back. 10 years ago, I had just graduated from college. It was time to let loose, to see the world. I took my life savings from three summers painting houses, packed a backpack and a surfboard, and set off into the world for an adventure with no itinerary. After all, adventure is just bad planning, right?

Three months into the journey, I found myself on a beach in rural Thailand. It was a beautiful evening. I was watching fire dancers in amazement, and I decided to partake in the fun, jumping a flaming jump rope because, you know, I was 22 years old and invincible.

In an instant, my life changed. The rope wrapped around my legs and ignited my body completely on fire. Survival mode kicked in when I needed it most, and with one last breath, an ounce of courage, I dove into the ocean a few steps away to extinguish the flames. Then darkness. Silence. I woke in a one-room nursing station to look down finding my body completely bandaged. "What have I done?" I thought. I had been severely burned.

What must have been at least 24 hours later, I awoke, leaving a surgery room in a small ICU where there was a cat running across my chest and around my bed,

hammering home the fact that I was far from home and in a dire set of circumstances. Being in this unsanitary hospital could kill me, and the pain - the searing pain was unimaginable, yet the morphine they kept giving me made it feel like there were insects crawling over my skin. I couldn't tell which was worse. I just wanted to give up. I was downward-spiraling fast, ready to quit.

Thankfully, five days in this ordeal, my mother arrived to be my protector. I know now she was just as afraid as I was, but she chose to never show me her fear.

Instead, she came into my hospital room every single day with a smile on her face and an air of positivity, daring me to dream about the future. She kept asking me questions like, "Colin, what do you want to do when you get out of here? Let's set a goal." My immediate response? "Mom, I'm screwed. The doctors say I may never walk again normally. What hope do I have? Life as I know it is over." But her positivity was unrelenting and infectious. And three days after she arrived, she was sitting on my bedside, and I announced my goal: "Mom, when I get out of here, I'm going to one day compete in a triathlon." Not something I'd never done before, and looking down at my legs, it seemed rather unrealistic. But with a tear in her eyes, she nodded and wrapped me

in her arms as only a mother can. It was many more weeks until I was released from that Thai hospital. I still hadn't taken a single step. I was carried on and off the plane and placed in a wheelchair when I got back here to Portland. The next morning, I was in my mother's kitchen. My mom said to me, "All right, Colin, now I know you've got this big triathlon goal, but today your goal is to take your first step." She then grabbed a chair from our kitchen table and placed it one step in front of my wheelchair. "You need to figure out how to get out of your wheelchair and step into that chair." It took me three hours that day to work up the courage and strength to take that first step, but I did it.

The next day she'd moved the chair five steps away, and the next day ten. Each day, I could take a few more steps until finally, after many weeks, I regained my ability to walk. And then one day jog - jogging felt like flying, but jogging was a far cry from running a triathlon. So for the next 18 months, I ground with my goal in mind, and finally, a year and a half after my accident, it was time for me to take a shot at my dream. I showed up in Chicago to compete in the triathlon. I dove into Lake Michigan to swim the first mile. I got on my bike, rode 25 miles, put my shoes on and ran 6.2 miles to the finish, crossing the finish line. I had done it. I had achieved my goal. And there was one more surprise in store for me that day.

I hadn't just finished the race, I had won. Thank you. Placing first out of more than 4,000 other participants. The first thing I thought about were those months in the hospital, imagining what would have happened had my mom not forced me to look towards the future and set a measurable goal. Through this tragedy, I'd learned an invaluable lesson. I had learned that life will test us with setbacks, but these situations aren't permanent. We have full control of our choices to keep moving forward, one step at a time. I had learned that we all have reservoirs of untapped potential and can achieve great things. The biggest thing standing in our way? Our own minds. For the next six years, I competed as a professional

triathlete in 25 countries, and then, in the fall of 2014, I found myself at the summit of Ecuador's third tallest mountain with a diamond ring in my pocket, asking my longtime girlfriend Jenna to marry me. I don't know if it was the lack of oxygen to her brain due to the altitude, but she said yes.

Awed and inspired by the mountains around us and wanting to set a goal larger than ourselves, we set a goal together. I would attempt to set a world record for the Explorers Grand Slam with the larger purpose of inspiring kids everywhere to dream big, to set goals, to live active healthy lives. We coined our project Beyond 7/2. Now, the Explorers Grand Slam includes climbing the Seven Summits, which is the tallest mountain

on each of the seven continents, as well as completing expeditions to both the North and South Poles. Fewer than 50 people in history had ever completed the Grand Slam, and I would aim to be the fastest. It took over a year of hard work for both Jenna and I to put our dream into reality, but finally, it was time for me to leave on the adventure. Jenna ever steady at the helm of the expedition logistics and running our nonprofit, I set off for the mountains. First destination: Antarctica. A tiny little plane landed me onto the frozen continent. The landscape was desolate and surreal. It felt like standing inside the belly of a ping pong ball; white in all directions.

And the cold - the cold was something I'd never experienced before, average temperature -40 degrees. It was so cold that I took

a cup of boiling water and threw it into the air, and it immediately turned into ice. After battling these extreme conditions, for the next week, I arrived at the South Pole. And from there, the journey continued onwards. Next, I climbed Mount Vinson, then Aconcagua, then Kilimanjaro, and finally, after a hundred days, I had completed seven of the nine expeditions to complete the Explorers Grand Slam, and I arrived at Mount Everest base camp. After three weeks on Mount Everest, I had slowly clawed my way up to the highest camp before the summit, Camp 4. The muscles in my legs felt like ice: cold and hard. My head was pounding, my eyes were bulging, my face was swollen. In any normal circumstance, this would warrant a trip to the doctors, but there were no doctors around,

and besides, I knew exactly what was happening. I had read all the literature on Mount Everest, but nothing can truly prepare you for what is known as the death zone, above 26,000 feet, an altitude where the human body cannot survive for long. As darkness fell and the wind kicked up, I was exhausted and claustrophobic in my tent. I was scheduled to leave for the summit at midnight, and I was terrified. Doing the only thing I could think of to try to calm my mind down, I reached for my satellite phone and I called Jenna. And in an incredible moment of bravery, Jenna set aside her own justifiable fears and told me exactly what I needed to hear. She said, "Colin, people are going to

summit Mount Everest tonight, and there's no reason you can't be one of them.

Go inside your body and listen. Face your fears. I know you can do it." And with her words in tow, I set off for the summit, bringing us back full circle to where I began this talk. In the darkness, my headlamp only illuminated the few steps in front of me. "Focus, one step at a time." I began counting my steps: one, two - Ten steps. Could have fooled me, it felt like 10 miles. I felt my body giving up. I was hopeful that the daylight might give me some strength after a long night of climbing, but the sunrise only illuminated the two-mile drop-offs on either side of me.

I was again being tested by the biggest obstacle of all:

my mind. But this time I wasn't alone. Jenna's words filled my head. My mom's words filled my head. Remembering those labored steps after my accident filled my head. Strengthened by those thoughts, my mindset shifted and my body forgot its weakness. I felt the surge of energy, each step taking me closer to the summit, and after a few more hours of hard work, I gazed out on the most magnificent view from the top of the world. We got any Timbers fans out there? Of course, I had to bring a little hometown love with me up there with the timber scarf on the summit of Everest. After safely descending back down to Camp 4 and crawling into my tent, I reached for my phone again to call Jenna. "How are you feeling?" she said.

"Whoop, exhausted! But I did it. No frostbite, no injuries. I'm good." She then said something I will never forget. She said, "Colin, I need you to put your boots back on." "What?" It had literally just taken me more than an hour to take my boots off and crawl back into my tent. She explained. She said she'd been doing some calculations, and it just so happened that if I get to the summit of Denali, my last mountain, in the next week, I could set not one but two World Records.

She said, "I need you to put your boots back on now. Climb back down to base camp. There's a helicopter that's going to take you to Kathmandu. There's not enough time for a hotel room or taking a shower,

but an evening flight will take you from Dubai to Seattle to Anchorage, and you have about three days to climb Denali."

In that moment,

I could only laugh then, right? In that moment, I was forced to wipe the slate clean, and somehow, just a hundred hours after standing on the summit of Mount Everest, we executed Jenna's plan, and I arrived at the base of Denali, my final mountain. The next three days were quite honestly the

hardest of the entire project. I was battling extreme fatigue, and to make matters worse, Alaska dumped a huge windstorm on me, 50-mile-per-hour winds, -60-degree wind chills, making me battle and earn each step. But with one last step on the evening of May 27, 2016, I arrived at the summit of Denali,

setting two new world records for the Explorers Grand Slam and Seven Summits. Thank you. Jenna and I together had accomplished our seemingly impossible goal, and even better, millions of kids were able to share in on the journey and the accomplishment with us, via social media sharing with us their own goals and their own dreams for the future. I carry this rock with me every day. It's a small rock from the summit of Mount Everest. This rock stands for the moment I chose to keep pushing forward. This rock stands for my untapped potential. As I set new goals and ultimately encounter obstacles, this rock reminds me that even Mount Everest can be broken down of its smallest parts, a bunch of small rocks stacked on top of each other,

many steps leading to the summit. Maybe right now, you're struggling in your own day-to-day life, feeling overwhelmed, like it's just too much. Or maybe you have a great idea for a business you want to start or an innovation at your current job, but people keep telling you it's not possible. Or maybe you've been badly injured in an accident, and you're not sure that you can recover from it. You see, tragedy and other great obstacles befall all of us. And in these moments, our minds are flooded with doubt. We ask ourselves questions like, "Should I give up?" "Is this even possible?" or, "Why me?" leading us to a negative mindset, but we don't have to stay there. The only question that we have when facing great obstacles is, "How will you respond?"

You have a choice. And when you shift your mindset towards the positive, you will quickly realize that there is a reservoir of untapped potential waiting to be released by you. Look, I'm just a regular guy from Portland, but I can confidently tell you this: Achievement is not for the select few. Achievement is simply for those who never quit. It is for those who set goals. It is for those who put the most steps in front of the others. Achievement is for those who can overcome the greatest obstacle of all: their mind. So set a goal, take the first steps. The chair is right in front of you. And when your steps get you there, push the chair further. When you feel like giving up, put your boots back on, let go of fear.

Remember this story and remember this rock and watch as your rocks stack up to the summit of your Mount Everest. Thank you very much.

Change your mindset_ change the game _ Dr_ Alia Cr Transcriber: Queenie Lee Reviewer: Peter van de Ven So today, I'm going to talk about how our mindsets matter in virtually every facet of our lives. But I want to begin by telling a story about a group of researchers in Italy. Dr. Fabrizio

Benedetti and his colleagues studied a group of patients undergoing thoracic surgery. What you should know about thoracic surgery is that it's a very invasive procedure. Patients are put under anesthesia while the surgeons make major incisions into the muscles of the sides and the back in order to gain access to their hearts and to their lungs. Now, about an hour after the anesthesia fades away, the pain starts to set in. Fortunately, patients are given strong doses of morphine sulfate, a powerful painkiller. This is routine treatment

for thoracic surgery, but Dr. Benedetti and his colleagues made a few subtle tweaks: half of the patients were given the dose of morphine by a doctor at their bedside; the other half was given the exact same dose of morphine, but it was administered into their IV by a pre-programmed pump. You would think that both of these groups of patients would experience the same relief, but this was not the case. The group that received the morphine by the doctor reported significant reductions in their pain levels. The other group - the group who received the same exact amount of morphine but wasn't aware of it - they didn't seem to experience the same benefit. So Dr. Benedetti and his colleagues didn't stop there. They used the same procedure

to test the effectiveness of other treatments - treatments for anxiety, treatments for Parkinson's disease, treatments for hypertension. What they found was remarkable and consistent. When the patients were aware of the treatment and expected to receive the benefit, the treatment was highly effective. But when they weren't, that same drug, that same pill, and that same procedure was blunted, and in some cases not even effective at all. So I read about these studies when I was a student at Harvard University, and at the time, I was heavily immersed into the literature on the placebo effect. And the more I read, the more I started thinking about the true nature of placebos. So what is the placebo effect really? Well, most people discount the placebo effect

as just some magical response to some fake pill or some faux procedure, but that's not what the placebo effect is. The placebo effect is not about the faux pill, or the sugar pill, or the fake procedure. What the placebo effect really is, is a powerful, robust and consistent demonstration of the ability of our mindsets - in this case, the expectation to heal, to recruit healing properties in the body. So what is a mindset? A mindset is quite literally a setting of the mind, it's a lens or a frame of mind through which we view the world, we simplify the infinite number of potential interpretations at any given moment. Now, the ability to simplify our world through our mindsets is a natural part of being human. But what I want to suggest to you today is that these mindsets are not inconsequential, and instead, they play a dramatic role

in determining our health and our well-being. So while I was at Harvard, I had the opportunity to work with Professor Ellen Langer. She is a professor of psychology and when she heard that I was also a division one athlete, laughed at me. She said, "You know, exercise is just a placebo, right?"

Now, I was kind of offended because at the time I had been spending up to four hours a day training my body to be in optimal shape. But she did get me thinking about mindsets and how they might matter outside of medical laws. Was I getting fitter and stronger because of the time and the energy that I was putting into my training? Or was I getting fitter and stronger because I believed that I would? What about the other extreme? What if people were getting an extraordinary amount of exercise but weren't aware of it,

would they not receive the same benefit? We decided to test this, and to test this we found a really unique group of women - a group of 84 hotel housekeepers working in seven different hotels across the US. These women are on their feet all day long. They're using a variety of muscles, and they're burning an extraordinary amount of calories, just doing their job. But what's interesting is that these women don't seem to view their work in this light. We asked them; we said, "Do you exercise regularly?" And two-thirds said "No."

So we said, "Okay. Well, so, on a scale of zero to ten, how much exercise you get?" And a third of them said, "Zero. I get no exercise at all." So we wondered what would happen if we could change their mindset.

So we took these women, we split them into two groups. We measured them on a variety of things, including their weight, their blood pressure, their body fat, their satisfaction with their job. And then we took half of them and we gave them a simple 15-minute presentation. We gave them this poster and we said, "Your work is good exercise. It satisfies the Surgeon General's requirements, which are quite simply to accumulate about 30 minutes of moderate physical activity. You should expect to receive those benefits. 15 minutes. We came back four weeks later and we measured them again. Not surprisingly, the groups that didn't receive this information didn't change, but those that did looked different. They dropped weight, they had a significant reduction

in systolic blood pressure, they dropped body fat, and they were reported liking their job more.

So what does this tell us? To me, it was fascinating that just as a result of a simple 15-minute presentation, the whole game changed, producing a cascade of effects on both their health and their well-being. Presumably without even changing behavior. Now some of you might be thinking, "How do you know they didn't change their behavior, because that must have been what produced the effects? We know they didn't work any more, and the room attendants themselves assured us that they didn't join the sports club down the street. But of course, we can't know for sure if they weren't putting a little more oomph into making their beds.

So this question really plagued me. Is there a direct, immediate connection between our mindsets and our bodies? So to test this, I worked with my colleagues at Yale, Kelly Brownell, Will Corbin and Peter Salovey, and we did so by making a big batch of milkshakes. So we made this big batch of milkshakes, and then we invited people to come to our lab to try the milkshakes, and in exchange we would give them 75 dollars. Sounds great, right? The less appealing aspect of the agreement was that while they were drinking the shakes, we had them hooked up to an IV so we could get their blood samples. We are out to measure ghrelin. Ghrelin is a peptide secreted in the gut, the medical experts call this the hunger hormone. So when we haven't eaten in a while, our ghrelin levels start to rise, signaling to the brain,

"It's time to seek out food," and slowing our metabolism, just in case we don't find that food. Now say we go out, we find and we devour a milkshake, a hamburger, some french fries, our ghrelin levels drop, signaling to our brain, "Time to stop eating," and revving up the metabolism so we can burn the food that was just consumed. So the participants came in, we hooked them up to an IV, and then we gave them a milkshake, Sensi-Shake. This is zero percent fat, 140 calories, zero added sugar, this is guilt free satisfaction. So they drank their shake, and in response their ghrelin levels dropped but only very slightly, signaling to the brain that some food had been consumed but not a whole lot. So a week later,

they came back to our lab, we hooked them up to an IV again, and we gave them this shake.

620 calories, 30 grams of fat, 56 grams of sugar: now this, this is decadence you deserve.

And in response to this shake, their ghrelin levels dropped again, but this time at a significantly steeper rate, about three times more than the shake they had before. Now, this would make good sense to any metabolic nutritionist who understands that the drop in ghrelin is proportional to the amounts of calories consumed. But there was a catch: in this study, even though the participants thought they had consumed the sensible shake, and the indulgent shake, in reality, we gave them the exact same shake at both time points. So what does this tell us?

Just as in the case when the same amount of morphine produced more or less of an effect depending on our awareness, and just as in the case when the same amount of exercise produced more or less of a benefit depending on how it was construed, here again our mindsets proved to matter. In this case suggesting it might not be just calories in and calories out, or the precise makeup of fats, nutrients, but what we believe, what we expect, what we think about the foods we eat that determines our body's response. So in light of this, it behooves us to consider our own lives: what are our mindsets? And how might we begin to shift them, to alter them, to have them be more beneficial? So take the stress, for example. What's your mindset about stress? If you're like most

people, you have the mindset that stress is bad: bad stress.

Now, this is not surprising considering that everywhere we look there's warnings, labels yelling at us, reminding us about the negative effects of stress. But the truth of stress is not so clear-cut, and in fact, there's a robust and growing body of research showing that stress can have positive effects, enhancing effects on our health, our well-being and our performance. Now I'm not here to try to persuade you that the effects of stress are enhancing, but rather to point out that the truth of stress is like most things in life, and that is, it is uncertain. And therefore to raise the question: do our mindsets about stress determine our response? So to test this question, I worked with Shawn Achor and Peter Salovey, and we worked with a group of 300 employees.

This was after 2008 financial collapse, and we decided - they were stressed, they had just heard that ten percent of their workforce was going to be laid off, and they were overworked. We decided to see if we could change their mindset. And we did so by having them watch simple video clips. So I'm going to show them to you here simultaneously, but half of the participants saw the one on the left, half saw the one on the right.

vs

So you get the point, yes? So here we are ... in the dark.

So here we are - they're watching facts, research, anecdotes, all true, but oriented

towards one view or the other. What we found was interesting: those who watched these simple three-minute video clips before the bell rang, before their job began, over the course of the next few weeks reported fewer negative health symptoms, fewer backaches, less muscle tension, less insomnia. And they also reported a higher level of engagement and performance at work. So at this point I've presented four studies - four studies that demonstrate the power of mindsets in medicine, in exercise, in diet, and in stress. There are many other very talented scholars tackling this phenomenon as we speak. Carol Dweck's research demonstrates us that if we can shift our mindset about intelligence and talent as something that's fixed to something that's changeable over time, it can dramatically alter our academic and professional success.

Yale epidemiologist Becca Levy's research shows us that if we can change our mindsets about aging, from viewing aging as an inevitable process of deterioration to a process of gaining wisdom, gaining growth, not only shapes the course of how we grow old but even extends longevity. Ted Kaptchuk and his group at Harvard's program for placebo studies is doing cutting-edge work understanding how we can begin to harness and ethically utilize the placebo effect in clinical

practice. So though the context is different, the message is the same. Our mindsets matter. Don't get me wrong, I'm not saying that medicine doesn't work, or that there are no benefits of exercise, and that what we eat

doesn't matter; it does. But the psychological and physiological effect of anything in our lives can and is influenced by our mindset. So is the power of mindset limitless? Probably not, but what I hope I've done for you today is inspire you to reconsider where those limits really are. Because the true task ahead is to begin reclaiming this power for ourselves, to acknowledge the power of mindset and know that just like this,

in just the blink of an eye, we can change the game of any facet of our life quite simply by changing our mindset. Thank you.

Children of immigrants struggle with mental health if any of us were competing for the title of who looks the most constipated my best friend Haley would win a few months ago we were hanging out and she looked panicked her eyes were scrunched up legs were shaking palms are sweaty knees weak arms are heavy and at this point I'm freaking out because did I do something wrong then I made the biggest mistake ever I asked her are you okay immediately all floodgates opened and she broke down sobbing at first I didn't know what to do because girl we're in a Dairy Queen right now then I just sat there Let Her Cry hugged her listened to her open up about how she felt and then obviously bought her ice cream afterwards raise her hand if this has ever happened to you or you're about to cry and you're really good at holding it in until someone asks are you

okay MH this is a common example of how suppressing our feelings and refusing to be emotionally vulnerable can lead us to our breaking point but what if I told you there's a particular group of people that are significantly less likely to be vulnerable because they're taught to silently suffer and cope alone with intense mental Agony these are children of immigrant parents here's my story with this overlooked issue since I was two I had symptoms of anxiety and at 12 was diagnosed with generalized anxiety disorder and depression because of my growing need to excel academically the older I got the more dramatic this roller coaster between depression and anxiety became I'm Persian and in my culture discussions around mental health are taboo it was essential to have a perfect familial reputation so others didn't look down on us or think there's

inherently something wrong with my existence so any emotion I felt squashed gone I thought it would be easier for me to feel nothing than everything all at once I couldn't live but at least I could survive without fearing being scrutinized from my mental instability unfortunately though I wasn't the best actor because my mom who in my defense is a child adolescent psychiatrist said Ariana you're really not that good of an actor if you don't try to get better your mental health will only get worse

and be harder to treat if I continued ignoring how I felt it would only get worse hearing that terrified me so I began writing poetry since writing has always been a natural outlet for me gradually I became more comfortable with recognizing and analyzing my pain then I graduated to actually talking to people got a therapist and started a social media account where I share my journey with

mental illness a year later I did the scariest thing I'd ever done I compiled all the poems I wrote when I struggled the most wrote new ones about improving and published them into a book to show that our fears of being vulnerable as children of immigrants can be a tool of power rather than a weapon of Destruction I mention this because I understand the struggles millions of people in my position face but I was lucky I have a mom who's a psychiatrist and a platform where thousands of people support my vulnerability most of us don't entrenched toxic mindsets and lack of resources have lethal implications which is why I'm speaking to you about this so here are some of many reasons as to why children of immigrants fail to exercise emotional vulnerability a vital tool for mental health Improvement first is the idea of Saving Face originating in Chinese culture this refers to how we hide our Agony so all people can see is our

Perfection for example avoiding therapy to convince yourself and others you aren't struggling in with your mental health second is immigrant guilt the need to be successful so our parents sacrifices of immigrating aren't feudal this can cause emotional distress if those high expectations aren't consistently met and finally having a greater sense of responsibility over our families at an earlier age for example often times having additional roles to fill on top of being a kid such as translating important document bills Etc these factors create such noxious environments where we continuously suppress The Strife we Face praying it'll get better maybe that's why the National Library of Medicine States in one of their studies that second generation immigrant children had higher rates of psychiatric disorders than their native counterparts or that the agency for healthcare research in quality States 48% of whites received Mental Health

Services compared to 31% of blacks and Hispanics in 22% of Asians or that the CDC states suicide rates are 30% higher among young Asian-American females than white females in 2013 it was estimated that 36 million people are second generation American immigrants what alone the rest of the world the only way we can begin healing millions of souls is by first recognizing and spreading awareness there is an issue rather than ignoring it because the subject matter is taboo uncomfortable or disgraceful the second step is to address there are barriers to Children of immigrants access to Mental Health Resources for example often times being unable to effectively communicate one struggles in another language especially in one where mental health terms don't even exist or stigmatized into insults or that on average other races generate less income than white families making it harder to afford mental health

treatment next what can children of immigrants do themselves it's important to note that if you have serious mental health issues you might need to also consider seeking qualified help because the strategies I'm talking about is not a replacement for professional treatment but rather a catalyst for improvement here are two processes I use that I love to recommend the first process has three steps supported by PhD candidate RS gpan and Dr cheki Davis observe validate release first observe your emotions without overanalyzing how are you feeling sad anxious angry next validate your emotions remind yourself it is okay to feel this way your behavior might not always be valid but your feelings always are and third release write how you feel sing it become the next Taylor Swift talk to someone about it this process is especially effective for children of immigrants because it provides a simple framework they can

work off of to safely practice that emotional vulnerability but because it can be particularly difficult for them to find someone to talk to here's your second process two steps share check author miles olsen described this process as first share some of your authentic self then check to see how they respond to your vulnerability if they're empathetic then you can open up more continuing to check how receptive they are if they're not receptive then opening up wouldn't be wise and if you're unsure you can try testing again without exposing yourself too much and remember to take small steps it might not be best to go from oh my favorite color is pink to some days I just want to die often times opening up is a gradual process remember these five key steps observe validate release share check lastly what can the rest of us do who aren't children of immigrants medical student Hannah Todd and legislative Aid Eliza Martin State the importance of

being culturally competent support or partner with institutions that are sensitive to the needs of immigrant communities such as schools or religious organizations or if you're a mental health professional educate yourself on the unique circumstances children of immigrants face and help them know where and how to seek support my mom told me that most of our patients who are children of immigrants often suppress or distract themselves as temporary reliefs for survival but these are Band-Aids for bullet wounds being vulnerable involves recognizing your feelings accepting your need for help and consciously applying techniques to address the root cause of your pain it's a fundamental mindset that millions of us need that extra guidance to unlock now I'm giving you a key so whether you're a child of an immigrant or not consider these strategies to unlock your path from

surviving to truly living or help someone unlock their own thank you

Chronic Stress_ Anxiety_ - You Are Your Best Docto

let's pretend that I'm Oprah and all of you are getting a brand-new car a BMW whoo you're excited

you rev up the engine and you hit the road you're enjoying the ride and suddenly a little white poodle jumps right in front of you you panic the dog panics you're going right Yeah right and just when you think you're gonna hit the dog or crash into the ditch you slam on your brakes swerve and shoot the dog scampers off but you're left shaking what just happened you just experienced an acute short-lived stress called fight-or-flight sound familiar now imagine if your body lived in this state all the time chronic excessive stress leads to distress heartburn headache muscle tension hypertension gut problems sleep problems high anxiety low sex drive sound familiar as I can tell you the American Medical Association also reports that an astonishing 75% of all the symptoms that

doctors treat can be traced right back to excessive stress as a researcher and as a physician I see these symptoms and eventually these symptoms lead to serious life-threatening diseases diabetes depression heart attacks and even cancer there is an undeniable mind-body connection when it comes to stress and disease but today I'm going to show you how to use your mind to stress proof your body by becoming your own best doctor but first a little anatomy 101 like a car your brain has a little engine and it's called the autonomic nervous system and this autonomic nervous system revs up when there's stress and that's great when we had to run away from external dangers like saber-toothed Tigers that fight/flight reaction was important but nowadays those prehistoric Tigers are replaced by tigers that roam in our mind fears fear failure fear of rejection loneliness a toxic boss busy to-do list you can't run away from those fears in their mind they're with you all the time

so what happens your body goes into fight-or-flight all the time becomes your new norm your default option your engine is revving up all the time and your gas pedal is stuck so what happens you're bombarded with stress hormones cortisol adrenaline and they wreak havoc with your body the more stress the more you get sick cause and effect but wait the autonomic nervous system has a break it's called the vagus nerve but unlike that other Vegas what happens in this Vegas doesn't stay there this Vegas runs from your brain all the way and it wanders this nerve collection wanders to all the different organs in your body and it does the opposite of fight-or-flight it's called rest and digest it slows everything down so it's taking you out of that survival brain into your calm cool rational brain much better for your health but the problem is we don't apply the brakes consistently and I know this too well both as a doctor and as a patient at age 32 I wasn't perfect but my life sure was I'm married to an

adoring man an optometrist who is only for me we've moved into our brand-new home we have two beautiful children and one more on the way and I'm doing something I love delivering babies and keeping families healthy life is good one rainy Vancouver evening I've just finished delivering a baby I'm heading home the baby is a nine pound beautiful future wrestler big boy you should have seen the mother tears of joy streaming down her face and it's the best part of my job I get to share that joy and I couldn't wait to get home and hug my two children when I walked through the door

they say that your life can turn on a dime and mine turned in my prime out of nowhere a speeding truck rams into my little white sedan the impact catapults me and my car into oncoming traffic in the other lane screeching tires crunching metal smashing glass and sirens screaming and lights flashing and the paramedic is asking me questions how old are you what's your name and

then total blackout when I wake up I'm now a patient in the neck brace in the same hospital that I just left as a physician a few hours ago but this time I'm the one who's getting poked and prodded x-rayed and examined that role-reversal very scary and sobering that accident ruined seven years of the prime of my life I was left with debilitating injuries to my neck shoulder fractured ribs collapsed lung my chronic pain exhaustion I couldn't sleep I lost my baby I was sad depressed and on top of that I was woken up with nightmares because my autonomic nervous system was revving up all the time I was reliving the accident over and over and over again I couldn't look after myself how could I look after my children or my patients my medicine cabinet was overflowing with drugs you name it I had it but I was not healing physically or emotionally at age 39 I felt like I was 59 and my dreams and careers were washing away if you've ever had a serious setback and you've been down in

that dark place you know how it feels hopelessness and despair but I had to do something my crushed shoulder meant I couldn't deliver babies anymore so as a career transition I signed up for a mind-body course at the Harvard Medical School and dr. Benson was a leading researcher there so one day after class I approached him and I said dr. Benson I've been suffering for seven years after an accident I've had multiple surgeries I've seen so many different specialists I've tried every kind of medication but I'm still not getting better could your research help me he said definitely bout chronic pain and chronic stress triggered the autonomic nervous system you are living in constant fight-or-flight you can't heal in that state you have to turn on your vagus nerve rest and digest but how he said look stress is automatic but relaxation is not you have to relax your diaphragm relax your muscles in your body and repeat a word put the three together try

it what have you got to lose and you know he was right I had nothing left to lose at that point I had everything to gain so I returned to Vancouver with renewed hope and determination but my science based training evidence-based medicine made me very skeptical so I had to do my own research study after study confirm that relaxation techniques definitely slowed down this automatic autonomic nervous system but more compelling was the neuroscience that showed when you do mind-body medicine and connect this you get remarkable dramatic improvements in your emotional and physical health I was convinced I've got to take this so I combined the research that I did with the relaxation techniques I learned from dr. Benson and I made it very simple I said three steps that I could do breaths mind and word BWW meditation so that was gonna be easy I started I got up in the morning and I started to routine found a quiet small comfortable space started with deep diaphragmatic breath then two minutes in I would relax

my muscles and I remembered what the research said relaxed muscles slow down your autonomic nervous system and very tense diaphragm tense muscles do the opposite fighter flight the second thing the mind that was more challenging especially when you have chronic stress and you have chronic pain it's going thought thought thought thought I had to slow the mind down I had to go and be with in that moment and just be present I realized what a powerful force the mind has over the body because the mind is inextricably linked to your autonomic nervous system state of mind equals state of body so when I went quiet when in the moment that meant being mindful not letting my past thoughts my future thoughts hijacked me had to stay there and it helped when I focused on my breath third thing I had to repeat a word he said repeat a word so I chose the word home because it rhymes with home and I was so desperate to come back to my pre-accident body and reclaim my home so I would start breathing putting the mind into it putting the breath into

it focusing and every morning I created a routine ten minutes in the morning ten minutes in the evening and soon I was able to get to one minute little mini meditations throughout the day and then I started to feel a shift my body was changing my brain was producing endorphins natural painkillers melatonin a sleeping pill that is just natural and serotonin a natural antidepressant within a few months the skeptic scientist had her proof I was off all my medications I felt whole I felt healed I felt I had a new mindset and a new outlook what was supposed to be a career transition course at Harvard turned out to be the most radical transformation of my life today I'm closer to 59 but I feel like I'm 39

it was this BMW meditation and not medication that transformed my life and then helped me to transform the lives of thousands of my patients since then I completely changed the way I practice medicine co-founded a clinic where we

look at mind and body integrating the whole person empowering patients with tools like this so that you're a part of the solution the health solution I was so inspired I wrote a book called the mind-body cure because I truly believe that every single one of us has an innate ability to heal ourselves cure ourselves when we provide the right environment for the body breath mind and word works this meditation works a few years ago a young lady I'll call her Michelle came to my office she was in serious distress she said dr. power I flunked my medical school qualifying exam I'm a straight-A student and I panicked and now my dreams of becoming a doctor are crushed and she had a huge meltdown size of Manhattan right there in my office her autonomic nervous system was so revved up I calmed her down we breathed through it and I said Michelle meditation is the thoughtful act of creating order in your body you need to get your mind to control your autonomic nervous system she went home she soon

started following the BMW meditation steps reset her nervous system and came back after few months guess what I got 95 percent of my exam Wow that was fantastic but the best part Michelle is now an integrative physician and she is using BMW meditation for her patients now does this mean that if you meditate and I meditate we don't need to see our doctors absolutely not you mean we all need to see our doctors for essential treatments but let's face it if many of your symptoms are due to stress then the responsibility falls on you to take charge to become your own doctor right you know your mind the best you know what your stressors are and you know how your body reacts to them so soon as you wake up in the morning and before you touch that phone start start if you're already doing some mindful meditation great but if you're not please start now because just ten minutes a day will have profound and huge benefits for the rest of your life so when you get up get into your BMW

start with your breath deep inhales and exhales then just focus your mind then start a word repeat a word peace Oh amen whatever resonates and ten minutes in you will feel more calm more energized and more refreshed the best part is when you live like that and rest and digest your brain is more calm cool and rational and the biggest thing when you learn to master your mind to control your autonomic nervous system you have ultimately become your own best doctor right and you start seeing the difference you feel better you heal better because your stress hormones are not wreaking havoc with your tissues you start feeling more creative more resilient more focused and when your mind and body are connected you connect better with others especially your significant other and let's face it stress is not going away all of us are affected no one is immune to stress not even Oprah but you don't have to let chronic stress and anxiety and setbacks cause you distress so go ahead use your BMW to

bring you back home to health and vitality and joy and enjoy the rest of your ride

Creating ethical cultures in business_ Brooke Dete Translator: Ilze Garda Reviewer: Maricene Crus So I got an e-mail last week from the conference organizer; it said, "Good news! You're going after Van Jones."

I thought, "In whose alternate universe is it a good thing to follow Van?"

And then I remembered I'm here to talk about courage: our ability to act from our hearts in the face of fear. And courage as a skill that we can build with practice, so thank you for this tremendous opportunity to practice.

First, let's take a look at what does life look like without courage. The Enron fraud is the story of synergistic corruption. There are supposed to be checks and balances in the system.

The lawyers are supposed to say no, the accountants are supposed to say no, the bankers are supposed to say no, but no one who was supposed to say no said no. So, has anything changed in the last 10 years? And, please, raise your hands when you've had enough.

Yeah, me too. And it doesn't have to be this way. What if the people in these circumstances had the courage and the skills to act on their values in the face of fear? I met a man who did in exactly one of those types of circumstances. We'll call him Ted. He found an illegal trading ring in his department, and he didn't know what to do, so he did nothing. As the days passed and the stress built, he decided he would have to quit. He confided in his friend in another department,

and his friend said to him, "If you went into the system, could you find the program?" And Ted said, "Yes." His friend said, "Then you have no choice." What Ted says is he was reminded of who he was, of his values, in that moment, reflected by his friend. So he came forward, and justice prevailed. I had my own subtle experience with powerful situations. I was working for a company, and I found out the CEO was doing something unethical and illegal. So I called a meeting with my boss, the CFO, and his other direct reports in a scenario that looked shockingly like this Stock photo.

I went to deliver the news, and I knew he would struggle. Although a very ethically driven man, the CEO is also a good friend of his. So I delivered the news, and he looked at me and said, "I think we should do some more

research and give it a little time." I was so dumbstruck by the answer that everything went into slow motion like it did when I was a kid playing soccer. I looked around, and everyone has their head down or is slowly nodding. I was so perplexed! I know these people, they're good people, and the last thing you want to do is to put more time between when you know and when you say in a circumstance like this. So I was confused, but the humbling part of the story for me is then my thought process goes to, "Maybe we don't have to do anything. Maybe it isn't such a big deal. I don't even have to say anything." And then I was given a gift: the CFO was called out of the room for a minute, and in that moment, I remembered, "This is one of those moments. This man hired me because he believed in me; he believed I would do my job

and act on our shared values when it was hard." So he came back into the room, I stepped back into time, and I said, "We should go to the Board." He paused, and he looked at me, and he nodded. And we did. But what I will never forget is that I am and we all are vulnerable to situational influence all the time; it's just natural human wiring. This is from our founder Dr. Phil Zimbardo. He found this out in 1971 when he conducted the famous Stanford Prison Experiment that showed that even the most ethical and compassionate among us can easily betray our values in the face of a challenging

situation. I won't make you raise your hands for this one, but think back over the last six months. How many of you have been in a situation where you thought, "Someone should do something, or I should say something."

And think of the subtle ones because those are often the ones that get us, and you and no one else did anything. It's natural, it's a natural human tendency to be a bystander, to follow a leader or a group that we know is doing something wrong for sense of acceptance or sense of security. The good news is we get to choose. But first, it's even harder for us in business to do the right thing. The research out of Harvard on ethical fading shows that when we're focused on operational objectives and you throw pressure on top - sounds familiar? - the ethical implications of our acts will fade from our minds. Pay attention when people say, "This is business"; find out what they mean when they say that. So now the good news is we get to choose.

Between stimulus and response, there is a space, and our work is about using that space to get us to reconnect to our values, to our hearts, to our natural wisdom to act courageously. The kids in our program call it the magic pause button. The way we do that is we do something called Social Fitness Training. It was developed over 25 years by Dr. Lynne Henderson. The great news about it is that with practice we can actually retrain our brains to override our natural fear response, to act consistently from our own values in the face of fear. Start to think the key aspects of her work to remember, start to recognize your patterns: where do you stand up easily and where do you not? Once you know your patterns, practice the situations that scare you. We call them social flight simulations. And just like with pilots,

if you practice with some level of fear, it creates the muscle memory so that when the actual moment arises, you can act in the way that you've practiced. You start to use that shot of fear or adrenaline as your cue for mindful action versus avoidance. In neuroscience, they call it "priming the brain." So how do we foster these ethically courageous corporate cultures? Become a pattern interrupter: start to interrupt your own patterns, create your own pause button, create it for your teams and organizations. I think we can all agree if we look at the challenges facing our economic system, our political system, and the world at large, we're going to need a bigger pause button. What I also know by our work is that we are all born with the innate capacity for courage.

It's a choice - one I hope we'll all make, and it matters. Thank you.

Cultivating resilience _ Greg Eells _ TEDxCortland

go to muddha said after years and years of meditation and self-denial he discovered the first Noble Truth of human existence which is that life is daa many of you may have heard this before it's often

translated as life is suffering but that's a little bit of a mistranslation it's actually more complicated than that DEA means a bone that slipped out of its socket it sounds kind of painful doesn't it also can be translated as a wheel with the Hub that's just a little bit out of Center and I think that at a very core way the boot is describing what it means to be human that's kind of a depressing way to start a TED talk but it also when we start there it lays the foundation for what I'm going to talk to you about today which is how we bounce back how we cultivate what is called in psychological literature resilience and to begin this conversation want to start with some

kind of artistic ways of thinking about the concept of resilience this first quote if your heart is broken make art with the pieces I like to think it's actually when your heart is broken it's probably more accurate because all of us will face times when our heart is broken and resilience is about what we do with that can we make art with those pieces I also like this other quote describing a character in *The Thrill of Grass* she had fouled off the curves that life had thrown at her and I think this one's a great way to think about resilience and my work with Cornell students I think it's really helpful because I see a lot of students that want to be perfect they want to have a home run every time they're up at the plate anyone who's played softball or baseball knows there are a lot of good pitchers out there that's not possible there's even a quote at Cornell that kind of summarizes that perfectionism it's on a t-shirt says Cornell University where your best hasn't been good enough since

1865 kind funny probably some of you are Cornell Alum out there describes the culture a little bit um and I think resilience is about shifting that mind frame to move away from that perfectionism so that's a little bit of the artistic way I think of about resilience but there's also a definition within psychology and some of the ways in which psychologists define resilience are looking at one positive outcomes despite a high-risk status competence in the face of stress adapting well to trauma and using challenges for growth to make future hardships more manageable so those are some of the ways researchers look at resilience and one of the great things about resilience it's something that can be taught it's something that we all have some skill at we all have some ability at it and we can all do it better it also is made up of multiple components and an acronym I came up with to kind of remember some of those key components is that resilience saves and the first s is social connection you as

human beings it's often easy to forget how important our social connections are to us but biologically isolation is toxic to the human nervous system we need each other we are a part of a superorganism of humanity and those connections are essential and when we lose sight of that we're at risk for things like depression and suicide there are types of therapies that intentionally focus on helping people get connected so how do we get connected one of the ways we get connected is by doing something for somebody else we did a nice exercise here already where we hugged each other great example my little stick figure drawing what can I do you're already doing it

when we connect in these ways there's a lot of biological things that are going on that are really positive one is the release of oxytocin which you see in sexuality you've see in a lot of things that are very very positive just having basic human connection and basic hug can do that also doing things for another person as a release of dopamine in the

brain can lead to a lot of positive outcomes which you're seeing Illustrated in this little stick figure another way in which social connection is important is to think about surrounding ourselves with resilient role models and my resilient role model is my 11-year-old son this is Cade um when Kade was born he was born without his right arm his right hand and my wife and I at first you know when we heard about this at a routine visit there was a lot of fear a lot of concern but I guess the thing the amazing thing that that I didn't even think about at the time which has really unfolded for me in his 11 years is he's my resilient role model I watch him every day overcome something daily normal challenges most of the rest of us just take for granted we just do it without a second thought and I watch him be very very creative and be very very diligent in how he can solve problems and it's something that I just I don't have to do in a lot of ways he's just really amazing you see him here yeah they actually didn't let him fly the

plane but there's a picture of him in the cockpit of a plane and he really is able to do pretty much whatever he wants to do he just has to work a little harder at it here he is paddle boarding playing football uh he really is my resilient role model and one of the ways that I I think about the importance of social connection is Illustrated to me in this comic you see this guy in a boat the boat's kind of rickety uh the waves are crashing over there's sharks out there and he's holding a swan and he's got a big satisfied smile on his face and this is a great illustration for all of us about how we need in our lives to find our Swan we need to find someone who can help us and connect us in ways that we can deal with all these challenges that will come around us the a is attitude the greatest discovery of any generation is that a human being can alter his or her life by altering his or her attitude William James the founder of American psychology said that I break attitude down into

three things this kind of comes from cognitive behavioral therapy the three PS uh the first is permanence when we are more resilient and something challenging happens to us a resilient way of thinking is saying this is not going to be permanent this will change maybe good maybe bad I don't know it's taking that step back a great story to illustrate this comes from a Dos thought about an a Chinese farmer lives in a small village he's very poor his one resource is this beautiful horse one day the horse runs away his neighbors come to him say oh this is terrible this is awful what are you going to do he says well we'll see who knows what tomorrow bring next day horse comes back with a whole herd of stallions I's like the wealthiest guy in the village like Neighbors come oh this is wonderful this is amazing said who you know we'll see who knows what tomorrow bring next day his oldest son who helps him with everything is out there trying to train one of the horses the horse

throws him on he breaks his

leg badly can't help the farmer planning all these things Neighbors come same thing this is terrible this is awful we'll see who knows what tomorrow bring the next day the Chinese Army comes they take the oldest son from every family to go fight in a war they leave his son because his leg's broken neighbors same oh you know you're so lucky you're the only one in the village whose son is still here we'll see who knows what tomorrow will bring that kind of idea that no matter what the circumstance things will change tomorrow might bring something different something that feels awful today may be something very rewarding tomorrow and vice versa the second P pervasiveness when we are resilient we're able to kind of contain negative events or even shift our Focus to things that are much more positive and let that positive thing grow my favorite story that illustrates this comes from a therapist named Milton Ericson and Ericson was this very creative therapist who would develop a

new approach for everyone he worked with pretty well known throughout the 60s and 70s he was giving a talk in a city where one of his colleagues' sister had been in a terrible car accident in this accident her husband was killed and she was paralyzed from the waist down and she had been really pretty depressed for the last six months and this friend says to Ericson just please go and help her please just whatever you can do so he says okay I will I will go and I'll do what I can so he shows up a nice house they were actually fairly wealthy couple she has people helping her he comes in he starts talking to her he asks her what happened you he's kind of kind of down you know as he listens to story it's a very sad story he's like she kind of gives him a tour of the house he sees uh a greenhouse out back that has a a ramp and his wheelchair accessible and he asks her about that she said well one of the things I'm able to do still is I garden and I raise African violet and that's really important to me and eron's like wow I can't even keep my house

plants alive that really takes a lot of work um so he talk some more about you know what are other things you still do after the accident she said well I still go to church he's like oh well tell me about that she said well I still go but I go late and I leave early because I feel like I'm in people's way uh but it's still important to me so he's kind of listening to her some more and he's kind of thinking about what else else he can do and he's getting ready to leave and he says you know what I know what your problem is you're just not a good enough Christian This Woman's like kind of offended what how can you say that you know I've been in this accident and she like no no wait you tell me you have this gift and you go to church and you're not sharing it with anybody that doesn't seem like a very Christian thing to do she's like well I guess that makes sense so Ericson says just want you to do one thing in the church bulletin any time you see a funeral a death or a birth take that African violet to somebody just give it to them that's it

so when he tells this story he he kind of tells it about 10 years later he pulls out a headline from this city it says African violet Queen mourned by thousands and he says you know when I was working with her there was a lot of negative stuff a lot of pain and I couldn't do anything I shouldn't do anything to try to take that away but if I could just grow that one piece that's what's most important and then the third p is person personalization when we get in a place where something negative happens and we think it's about us we did something wrong we're far less likely to be resilient being resilient is about opening up to the broader context and one of my experiences with this was early on in my career as a psychologist was working in another Counseling Service new to the staff uh the director there was really well-liked but kind of avoided conflict and left our staff meeting once and said well Greg why don't you finish facilitating and silly me I kind of open it up with an open question and in about 5 Seconds

people are yelling at each other screaming each other storming out the door and I'm thinking man this whole leadership thing this may not be for me this Administration I started kind of taking it personally as I thought about it I realized there's a broader context there's a broader history here you know maybe I could have done something better but it wasn't just about me and when we're able to kind of cultivate a more resilient attitude we're able to kind of get these three PS straight and this is illustrated by another Michael Loney cartoon here you see the dad he's playing his guitar he's his family says gee dad you're fantastic it's a great illustration of all of these things just not letting the negative stuff this kind of danger keep out this dark surrounding encroach on that he's keeping his peace straight the V values how we cultivate values we do it a lot of ways spirituality religion finding something that we hold on to when the storms are beating against us and I love this quote by Rabbi simpa bunam says keep two

truths in your pocket take them out according to the need of the moment let one be for my sake the world is created and the other I am dust and Ashes so I think spirituality and values are about balancing the sense that we are unique and special with humility the sense that you know everything we felt everything we believe is something somebody else is also probably found important as well and one of my favorite authors that talks about values and meaning and purpose is Victor Frankl some of you probably read his book man search for meaning it's one of my all-time favorite books kind of influenced me and inspired me to become a therapist and Franco was a psychiatrist during World War II was interred in a concentration camp and what he talked about he's been a whole approach to psychotherapy and this idea of what is really matters is what life expect expects from us and what we have to do is bring meaning to it and the best part of the book for me was the part of the book where Franco had been helping people in the concentration camp

for years it's toward towards the end of the war people want to kind of help him escape and and he's getting out and he's going around to his patients on the final day and one of them kind of notices

something different about his countenance and says Dr Frankle you're getting out aren't you he kind said well yeah I don't tell anybody and said I just want to thank you this man's dying and he just he thanks Frankle Frankle has this moment of like do I really want to escape or do I want to stay and he makes this conscious choice to stay in a concentration camp and he said I never felt that same level of Peace in my whole life even before when he had not been in a concentration camp this conscious decision to pursue what really mattered freed him and that's where our values come from the e in the saves model is emotions and emotional Acceptance in our culture I think a lot of times we don't have a lot of good language to manage our emotions if something comes up that's undesirable we think it's wrong we have to change it

I'm feeling anxious I don't want to do that you know think of doing a TED talk you know anything meaningful actually produces uncomfortable emotions right but what happens in therapy is people do this they think you know the anxiety is here here I want to pull it in into there because I don't want it to be there and people come to therapy and they want their therapist to get right there next to them and pull this monster into this Chasm but the monster is their own experience what therapists try to do and what we try to need to do to be resilient is kind of have a creative hopelessness that if there's something that's really valuable to us and it produces uncomfortable emotions we stay with it we accept what is and what a good therapist does is this teach somebody to drop the Rope be curious stand there what's this about what are these feelings about what's this emotional reaction about it's part of my experience the final piece is silliness laughing at yourself this quote by Oden I think is a nice way of

thinking about it we are all here on Earth to help others what on Earth the others are here for I don't know uh I think that's a nice way to kind of think about not taking ourselves too seriously because most of us have felt like this at one point Or Another We're The Dinosaurs the water's Rising we didn't check our Outlook calendar oh man was that today I can't believe it uh and humor allows us to not take ourselves too seriously I had a great experience with this when I first started working at Cornell did this you know kind of big spread the alumni magazine and asked me all these questions I was kind of nervous about it and they did like a this diagram of me this cartoon of me for the article and I was like man I look like Homer Simpson uh which I kind of do and you know I was telling one of my staff members about this talk and showed her this slide and she's like it's a really good thing they didn't do this drawing now because you look even more like Homer Simpson so but I think it's an important reminder part of humor

is learning not to take ourselves too seriously because when we do we end up like this we miss the big picture we think elephants are larger than the moon uh all of us have probably been there right oh my God I'm so nervous I'm taking myself so seriously I miss the obvious and the obvious is being able to step back and laugh at ourselves sometimes so social connection you know find your Swan

find somebody to hold on to attitude get your P straight values pursue what matters to you emotional acceptance accept what is an S silliness laugh so get out there get engaged make art with the pieces and foul off the curveballs thank you

Depression and spiritual awakening -- two sides of Transcriber: Katelyn Nicholson Reviewer: Nadine Hennig In the dark of the night, 4 a.m., I look over and my husband's not there. I look further, and I find him flat on his back, looking at the ceiling, arms out. "Our lives are hollow and meaningless without children." It had been two-and-a-half years of hopes and prayers and failed fertility treatments. No one had come. And the despair that ripped through our hearts woke us night after night - to the point where friends and family called just to see how we were doing. Because we so clearly were depressed. As a clinical psychologist and scientist, I had been trained to see that depression is a disease. Much like cancer or diabetes, depression as a disease had symptoms of despair and isolation. And yet that simply did not explain

the road we were traveling, nor did it explain the depression that follows loss of a spouse, miscarriage, trauma, or the natural transitions sophomore slump, mid-life crisis, portholes in passages - chapter breaks that seemed core to who we are - were not aberrant illnesses. They were not diseases. And so my husband and I continued with each cycle ending in a disappointment that felt like a funeral. And as we continued down our road of trials, we started ever so gradually, over months and years to open our eyes from a dark and isolated place, quite alone, to a place where we started to hear the guidance of helpers and healers: the folks who, on the Appalachian Trail, through hikers called "trail angels" for bringing food and water when they need it most. Our trail angels brought what we needed most:

wisdom and guidance. So one day I came home after yet another in vitro with the haunting feeling as I drove my car that this too was a failure. And sure enough, as I stepped to the door, the evidence was incontrovertible. A tiny dead duck embryo lay on my threshold. And I knew it was not possible the embryo in me was alive. And so I went to bed and had a long depressing nap to awake - to a duck - the mama duck, who had lost her aspirational baby. And the mama duck was persistent. I thought what would the duck want with me. She wanted to come towards me. And as I opened the door, I saw she had brought me a gift - the most precious thing in the world to her. She had brought me a plump, juicy worm.

Mama duck and I, there we were, two aspirational mothers, not alone. Not alone because duck and I were side by side, and not alone because of the great force that brought duck. And so, too, through that force came the guy on the bus. And the guy on the bus winked, leaned over, and said, "You seem like just type of mother that would go all around the world adopting all types of kids," opening up that new possibility. Listening to the helpers and healers opened my awareness, so that the next

time I was woken in the night was not by the rip of depression, but by a great and clearly sacred presence - a presence with a love so great and a gravitas that I sat up. And the presence said, "If you were pregnant, would you adopt?" And I said something so awesome and great: the truth, which was, "No".

But I also knew that this journey was more than a disease, and that this depression was opening the door on a path of "becoming" - a spiritual path. Continuing down this path, I wanted that baby. It was great that I was on a spiritual path, but I wanted that baby. And so we didn't quit. Up and down the East Coast to the best IVF labs in the country. We went so far as to find the team that invented IVF, and sitting there in solidarity on bed rest with my spouse, we found that the remote was stuck in our hotel room on one channel - one interminable documentary, four hours

of a little boy - a little boy who stood in a garbage dump alone, and said, "I don't care that I'm poor. I don't care that I can't go to school.

But it hurts so much to not be loved that I sniff glue to make the pain go away." And lying there in our multiple rounds of IVF, my husband and I looked at each other. And he said it first. We knew there was a child out there for us. We made our way to a wise woman and hovered around her table, the daughter of a once clergyman. She looked at us and said, "Frankly, what is it that you are looking for in your child?" And I leaned in and said, "Well, I don't care if this is a boy or a girl. I don't care what race this child is. Just please, a child who can love." And my husband jumped in and he said, "Well yes, all that, but kind of a girl."

What we knew in common was that the voice that said you will never be parents, the voice

that came from being alone in darkness was now a voice that said parenting is love. It hurts so much to not be loved. All he wanted was a mom, all I wanted was a child. What would have made us family was love. Parenting was love. This was depression as a portal to a world of connection, a world of love, a world in which we walk a spiritual path. This was depression as only one side of the door. And on the other door was illumination, warmth, light, and spiritual path, a spiritual passage. Now, as a clinical scientist, it was clear to me that anything true through yet another human lense of knowing can be again shown. The certainty I had that depression and spirituality are two sides of one door seemed well within reach of science. And so my lab, together with that of Myrna Weissman and Brad Peterson

and Rafi Bancell, did the science: two sides of one door - where is it in the brain? Where is depression as the portal of the spiritual path, not the disease. And we found it. And we found it in broad and pervasive regions of the cortex. We welcomed into our lab deeply depressed people from

families loaded up with generations of depression, and similar people with families loaded up with generations of depression who through their journey of suffering had reached a foundationally spiritual path. People whose lead foot was now depression for having traveled the darkness. And what we found was that in precisely those regions of the brain which atrophied and withered in lifelong depression. For those people with a strong personal spirituality, there was a thickening of those very same regions.

The cortex was thick as if you were looking at a tree in the Amazon versus a tree withering under the cold and drought. Two sides of one door is in us. Depression is not always an illness. It can be. We can need to be rebooted or recalibrated or medicated. It can be. But very often, depression as everyone will face it is core to our endowment, and core to our development. My husband and I continued now with this knowledge: that we were on the spiritual path in search of our child. It was clear that our suffering was not for naught, it was not an empty symptom, and with the awareness that we were "becoming," the presence came back. The presence asked the same question in a deep and profound way.

And my answer was honest, which is I am getting there. I can feel we're down the road. There is the possibility of spiritually evolving into the person who would answer yes. But no, I'm not quite there where I would still adopt a child if I were pregnant. My love has grown, but is my love that great? Not yet. And so we continued, and I found myself in the community of those who for generations have known that depression is but one side of the door, and spiritual awakening the other. Seated on the floor of the "Inipi", the sweat lodge, among the Lakota in South Dakota, I joined the circle of women. And here, each woman talked about the suffering which had brought her to our collective prayer. 'My son, he's 40. He has not come home to his family.'

'My son, he's 14, and he's starting to use substance.' I, in turn, shared that I was searching for my spiritual child. Together, we prayed and we sent it up. We sent our prayer both for one another, ourselves and the collective, up to Great Spirit, "Wananchi." That night, a call came. They had found him, that very night on the other side of the earth. We have found the Miller's child was the message. There are great girls and we can sure find you a girl, but this is the Millers child, and this is a son. This time, clinical science had something to say to the spiritual path. When we looked at the women who, through suffering, had come to a spiritual path, with nice thick cortexes, they also had another quality: the back to their head gave off a certain wave length of energy

that we call "Alpha." And it's also found on the back of the head of a meditating monk. Alpha has another name, it's Shuman's constant. It's the wave length of the earth's crust. The spiritually engaged brain vibrates at the frequency at the earth's crust. From the Inipi across the globe was found Isaiah, in through this matrix of consciousness, love, this sacred field that is in us, through us,

around us and covers all living earth. This is the world in which we live - a world in which we're never alone and in which there is guidance, trail angels, helpers and healers. And through the field of love comes just the person, the guy on the bus, the medicine woman, just that living being, the duck, the wise, generous animals, our sisters and brothers. In fact, we can no longer begin to think that we are actors on an inert stage, but that the world is alive and infused with that sacred field

we might measure as high amplitude alpha. Knowing this, we live into an inspired life - a life of meaning that is not one that we create but meaning that is truly in the fabric of the world. We live in an inspired life. Isaiah, my son, had been found, named Isaiah, for "one world" in Lakota for those who helped find him. And yet, we still, although far less depressed and much more full of love and connection, had the anxiety of actually meeting him, finding him, bringing him home. And then one day, the FedEx came and we peeled it open and there was the video. We popped it in and the most joyous little boy, full of happiness, arm around the nurse - a love like I had never felt lifted me up, and any remnant of depression were shards on the ground.

And together, my husband and I went to bed as parents. That night, the presence came back - the great sacred presence for the third time. "If you were pregnant now, would you adopt?" "Yes, I found my spiritual son, yes." And that night, we conceived naturally - his sister. We had spiritual twins. So when you hear the knock, consider the invitation. What sounds shocking, and as if the hand that takes from inside the darkness when we walk through the door is the hand that invites that guides and ultimately gives. On the other side of the door is the inspired life brought to us by the presence. Thanks.

Depression is a disease of civilization_ Stephen I Transcriber: Carmen Costina Reviewer: Denise RQ I believe depression is one of the most tragically misunderstood words in the entire English language. And here's the problem: depression has two radically different meanings, depending on the context. So, in everyday conversation, when people say they're depressed, they use the word depression as a synonym for sadness. It's a normal human reaction to the slings and arrows of outrageous fortune. In that sense, all of us know the pain of depression. And yet, in a clinical context, depression is shorthand for a devastating illness. Did I get it? There it is, OK. For a devastating illness. We refer to it technically as major depressive disorder.

This is an illness which robs people of their restorative sleep, robs them of their energy, robs them of their focus, their concentration, their memory, their sex drive, their ability to experience the pleasures of life. For most individuals, it robs them of their ability to love, and work, and play. It may even rob them of their will to live, and I'll tell you why. Because, we now know depression lights up the pain circuitry of the brain, to such an extent that most clinically depressed individuals, if you talk to them, and they let their guard down, they will tell you, as they've told me, hundreds of times: It's

torment. It's agony. It's torture. And many begin to look to death, as a welcome means of escape. Depression is the main driver

behind suicide, which now claims over one million lives every year worldwide. Now, I know what you're probably thinking at this point: Man, this talk is going to be really...

You know, depressing. So, I'm going to give a friendly little spoiler alert: It's not! It's truly not! Depression, yes, it is a treacherous foe. But what I've found in my 20 years of clinical research and clinical work is this is a foe that can be defeated. That's the good news, and that's the news that I'm going to focus on for most of the talk tonight. First, a little more bad news: Depression is now a global epidemic. In fact, if we look in the US, we now find that nearly one in four Americans, will experience the agonizing, debilitating pain of depressive illness by the time they reach age 75.

And it gets worse. The rate of depression seems to be increasing generation after generation. So, every successive birth cohort is having higher rates of depression, than the one that preceded it. Now, I want you to look at these lines. We've got four different generations on this graph. The green line on the right, that's the oldest Americans. And by the time they've made it out into their 60s and 70s, they have a lifetime rate of depression of 10%. That's horrible, but it's much lower than every succeeding generation. Now take a look at the line that really upsets me the most: It's the one on the far left. That's our youngest American adults. You see what's happened? By the time they're in their mid-20s, they already have a rate of depression of 25%. Remember, we're talking

about a potentially lethal, debilitating illness. Left unchecked, it's an illness that can cause brain damage. And if we extrapolate that line, by the time they reach middle age, their lifetime rate of depression will already be over 50%. So what in the world is going on? What's driving the epidemic? What can we do about it? What causes depression? Well, on one level, when we ask this question, we're going to face the answer that it's really complicated. There have been, literally, thousands upon thousands of published studies that have identified a dizzying array of factors that are implicated in the onset of depression: biological, psychological, cultural, social, behavioral. But if we wade through this complexity, what we begin to find,

is that there's a common underlying pathway. A primary driver. A primary trigger. I call it the brain's runaway stress response. Now we all know the stress response. We think of it, probably, as the fight-or-flight response in its most extreme form. I want you to think about that response. Especially, how it was evolved and adapted to serve us. The fight-or-flight response was designed primarily to aid our ancestors when they faced predators, or other physical dangers. They required what? Intense physical activity that would go on for a few seconds, for a few minutes, maybe, in extreme cases, for a few hours. It's a very costly response. But fine, if it shuts off what it's supposed to.

Here's the problem.

For many Americans, Europeans, and people throughout the Western world, the stress response goes on for weeks, and months, and even years at a time. And when it does that, it's incredibly toxic to the body and to the brain. It's disruptive to neural circuits in the brain that use neuro-chemicals you've heard of, like dopamine and serotonin, acetyl-choline, glutamate. This disruption can lead directly to depressive illness. It also can actually damage the brain, when left unchecked over time. Especially in regions like the hippocampus which is involved in memory consolidation and the frontal cortex. It also triggers an inflammatory reaction throughout the body and brain. And here's what we've learned about depression: The inflamed brain is a depressed brain. Now this is really intriguing, because epidemiologists have now identified a number,

a big constellation of illnesses that are rampant and epidemic. Throughout the entire developed world you can see the list: atherosclerosis, diabetes, obesity, allergies, asthma, many forms of cancer, these are all inflammatory illnesses. They're all illnesses that are epidemic in the industrialized, modernized world and largely non-existent among modern day aboriginal groups. I believe we need to add depression, clinical depression, to this list. It shows all the hallmarks of being a disease of civilization. And, you know what that means? It's a disease of lifestyle. So consider the experience of the Kaluli people, of the highlands of Papua New Guinea. They've been studied extensively, by the anthropologist Edward Shieffelin.

He spent over a decade among the Kaluli. One of his research questions was, how often do the Kaluli experience the same kind of mental illness that we do? He certainly found some forms of it. He interviewed over two thousand members of the Kaluli, and extensively queried them for their experience of clinical depression. And you know what he found? One marginal case out of 2,000! That gives them a rate of clinical depression, that's probably about a hundred times lower than ours. I'll tell you why I find that really remarkable. Because, among other things, the Kaluli lead really really hard lives. Really! They have high rates of infant mortality. They have high rates of parasitic infections. They have high rates of violent death. But they don't become

clinically depressed! They grieve, absolutely. They don't get shut down. What's protecting them? Lifestyle. Specifically, the Kaluli live a lifestyle very similar to that of our ancestors over the entire Pleistocene epoch, that lasted for 1.8 million years. Did you know that 99.9% of the human and pre-human experience was lived in a hunter-gatherer context? So, what does that mean? Most of the selection pressures that have sculpted and shaped our genomes are Pleistocene. We're still really well adapted for that sort of environment and that sort of lifestyle. I'm not saying there hasn't been any change since then. Because, of course, 10 to 12, 000 years ago, we had the invention of agriculture. And there has been some genetic selection over that period of time. It's been more

minor.

But what happened 200 years ago, with the industrial revolution? It's been termed "radical environmental mutation". I like that term. It's as if modern American and Western life is radically discontinuous from everything that came before. Our environment has radically mutated, but how much has the human genome changed over the last 200 years? It hasn't. It hasn't. That's eight generations. It's not enough time. What does that mean? There's a profound mismatch between the genes that we carry, the bodies and the brains that they're building, and the world that we find ourselves in. I'm going to put it for you as pithily as I can: We were never designed, we were never designed for this. We were never designed for the sedentary, indoor,

socially isolated, sleep-deprived, fast-food-laden, frenzied pace of modern life. The result? An epidemic of depressive illness. Now, I'm a depression researcher. I was trained in a traditional form of psychotherapy. I was trained in a context where I learned all about antidepressant medications. I want to tell you right at the outset: I am not anti medication. I believe in fighting depression with every possible tool that we have. But, you know what? If we only throw medication at this epidemic, we are not going to fix it. At least we haven't so far. How much do you think antidepressant use has gone up over the past 20 years?

Would you care to guess?

I like that guess. 1,700 %? It's gone up over 300%.

So you're close.

Over 300%! And what's happened to the rate of depression in interim? It's continued to increase. One in nine Americans over the age of 12 is currently taking an antidepressant. One in nine! Currently, one in five, according to some estimates, have tried it at some point. Have we solved the epidemic? No, we haven't made a dent. The answer, I believe, is the change of lifestyle. Now, you'll see behind you a list of six lifestyle elements. When my research team and I, seven years ago, had this epiphany, we got together and we started scouring through the depressive literature, asking the question, What are the Kaluli doing that's protecting them? Specifically, based on everything we know about depression.

What did our ancestors do that protected them? We quickly found six factors that changed neural chemistry. Six factors that are known to be antidepressant. Six factors that we can reclaim and weave into the fabric of our day-to-day life in the present. To protect ourselves... from this devastating illness. And so, we designed a new treatment program. It's really ambitious, I admit that.

Did I think it would work? I really wasn't sure. You know what? I was not trained as a psychotherapist, as an interventionist researcher. I was doing basic neuroscience psycho-pathology. But I had a passion to see this epidemic brought to its knees. I had a passion to treat individuals whom I knew, who had tried everything, and were still depressed. And so, with great trepidation,

we set out to design this program. The results have exceeded my wildest dreams! There are six major elements. I'm going to run through them as quickly as I can in our remaining time. The first is exercise. Now, exercise is good for us. How many of you-- Can I see a show of hands? How many of you came in here today knowing that exercise is really really good for us? Right? Every hand goes up. Now, has it changed your behavior? For some yes. Everybody knows that exercise is good for us. Here's the problem: many people have trouble making it happen. And you know what? A lot of people don't realize just how good exercise-- I'm going to say something that may be a little bit controversial, and I am not speaking metaphorically: exercise is medicine.

Exercise literally is medicine. It changes the brain and the body in beneficial ways that are more powerful than any pill you can take. Yeah, I said it. More powerful than any pill you can... In fact, I'm going to say something even more controversial. If you could take the neurological and physiological effects of exercise and capture them in a pill, all the beneficial effects of neuro-signalling in the brain, the anti-aging effects all the way down to the level of chromosomes in every cell of your body, the mental clarity enhancing effects, I believe, tell me if you think I'm crazy, I believe that pill would become the best selling drug of all time. And I think people would pay any price to have it. There's a problem though. We don't exercise. We don't. CDC again tells us

that 60% of all American adults get no regular physical activity. And yet, if we look at hunter-gatherer groups, they get four or more hours of vigorous activity every day. In fact, they look like elite athletes. Even when they're in their middle age and beyond. Here's the thing I love though: If you ask them, they will tell you they do not exercise. They don't! They do not work out. Working out would be crazy to them. What do they do? They live! They live! Here is...

Yeah, I know. I like it, too. Here's the dirty little secret in the business. And I really want you, if you remember nothing else from this talk: exercise is not natural. We are designed to be physically active

in the service of adaptive goals. We are not designed to exercise. When you put a lab rat on a treadmill and crank that thing up to the point where it's moving faster than it wants to move, you know what it will do, if you let it.. It'll squat down on its haunches and the treadmill starts to wear the fur and the skin right off its backside. So, it kind of feels our pain, right?

When you stare at a piece of exercise equipment, there's a piece of your brain that's screaming out, "Don't do it! You're not going anywhere on that thing!"

So how do we solve this conundrum? In our treatment program, we've done two things. We've made exercise natural, and we've made it social. What's the most natural activity in the world? Walking!

And guess what? Brisk walking, you know the kind? Like you're late for the bus. Like you might miss your plane. That kind of walking will get your pulse up in the aerobic range, and that's where it needs to be. Based on your age, depending on your age, your pulse needs to be between 120-150. That's enough to enhance signaling in your dopamine circuits, your serotonin circuits. It's been tested head to head against Zoloft twice. In the long term, it won. At what dose? Thirty minutes, three times a week. That's a low dose. It can change your life. Now, I wish I had time to cover everything else that we need to cover, but I'm going to tell you about one more thing: Omega-3 fats. Did you know that your brain is mostly made out of fat?

Did you know the brain is 60% fat by dry weight? So, if somebody calls you a fat head...

they might be paying you a compliment.

All right, here's the thing: Our bodies can make all the fats that we need, with two exceptions. They're called essential fats. You've heard of them, Omega-6s and Omega-3s. They play complementary roles in the body and the brain. Omega-6s are inflammatory. Omega-3s are anti-inflammatory. We need them in balance. We're designed to have them in balance. Omega-3s come from grasses and plants and algae, and the animals that eat them. Omega-6s from grains, and nuts, and seeds and the animals that eat them. Which is, by the way, most of our meat supply. Our hunter-gatherer ancestors got Omega-6s and Omega-3s in the optimal balance,

which is roughly 1-1. We can do fine at 2-1. We can probably even do OK at 3-1. But, guess what? The modern American diet, which is riddled with fast food, and processed food, and grain-fed meat... You see the ratio there? 17-1! Things are way out of balance. It's very heavily inflammatory. It's very heavily depressant. That suggests to us, of course, that if we could supplement with Omega-3s, that might just be antidepressant. Guess what? Over a dozen controlled research trials have now shown this to be the case. What's the anti-depressant dose, and I'll leave you with this, hopefully, important tip. The best research suggests that there's a specific Omega-3 molecule that's called EPA. And at a dose, this is a pretty high dose, of 1,000-2,000 mg per day, it's shown to be antidepressant.

Many of our patients have benefited remarkably, not just with respect to their depression, but other

inflammatory conditions as well. My own story, when I began supplementing with Omega-3s, several years ago, the tendinitis in my knees went away, and I could start running full court basketball again. The dryness in my eyes cleared up, and I could keep wearing my contacts. It's remarkably health promoting, in many different ways. Now, for those of you who want to get more details about this treatment program, I'm just going to zip ahead, because I'm out of time. There's a lot more to share with you. I don't really talk about cows. We are designed as a very social species. We're designed to connect. Did you know that face-time, time in the physical presence of our loved ones, actually puts the breaks

on our stress response? Did you know that our ancestors spent all day, every day, in the company of their loved ones? Their friends? Think about the extent of face-time they shared with the people that mattered most, and what have we done? We've traded face-time for screen-time. Face-time for Facebook, is that better?

And the result is devastating. The result is devastating. We're born to connect. We need that connection. In our treatment protocol we work very, very hard to help each depressed individual resist the urge to withdraw. Because, when you're ill, your body tells you to shut down and pull away. When you're physically ill with the flu, that's adaptive. When you have clinical depression,

it's the worst thing in the world you can do. Even though every fiber of your being is telling you exactly the opposite. We've got lots of good data on our outcomes and, as I've said, they've exceeded our wildest expectations. Most of the patients that have come to us have tried meds, and they haven't gotten well. Most of them have tried traditional therapy, and it hasn't been the answer. The majority have gotten well, as they have been willing to change the way they live. We had a man, a year and a half ago, who had been fighting depression for 41 years. Consecutively. And it was one of the happiest days of my life when he came in to a session, after 14 weeks, and he looked around the room with tears in his eyes, and said,

"This is what I remembered it felt like, to be free." It can happen! Now, we're still working to improve this program. We're still working to make it better. I wish I had time to share with you some of the things we're learning. For those of you who want to learn more about it, I'd invite you to go to our website. We have lots of details. I wish you all a joyful and depression-free life. Thank you.

Do You Talk to Yourself_ Here_s How to Harness You So today, what I want to do is talk to you about the most important conversations you have each day: the conversations you have with yourselves. My name is Ethan Kross. I'm the director of the Emotion and Self Control Lab at the University of Michigan, and for the past 25 years, I've been studying how people can manage their emotions. And one of the things that I've learned during that time -- See? I'm managing my

emotions right now.

One of the things that I've learned during that time is that a key to managing one's emotions effectively involves understanding how to harness this mysterious force called the voices inside our head. Now I realize some of you may be asking yourself right now,

What is a purported serious scientist doing talking about a squishy topic like the voices inside our head?" But I want to point out the elephant in the room -- that, you know, if you've just asked yourself that question, you are talking to yourself. And that's totally OK, because the vast majority of us have a voice inside our head. Here's a scientific fact that I absolutely love. We spend between one half and one-third of our waking hours not focused on the present. Between one half and one-third of the time, our minds, they are drifting away. We are thinking about other things. Some of you are doing that right now. Please stop.

Once we find ourselves drifting away, one of the things that we're doing is talking to ourselves

and listening to what we say. Now when scientists like myself use the term inner voice, what we're talking about is our ability to silently use language to reflect on our lives. And it turns out this is one of your superpowers, because your inner voice lets you keep information active in your head for short periods of time, like when you go to the grocery store. And if you're like me, 15 seconds into the expedition, you forget what you're supposed to buy, and you repeat that list in your head. "Apples, cheese. Pepto Bismol." TMI. We also use our inner voice to simulate and plan, like when we silently rehearse what we're going to say before an important presentation or an interview. And of course, we use our inner voice to control and motivate ourselves, as I did just before I came on stage.

It's right around the corner, over there. I silently said to myself, "Come on, man, you've got this. Deep breath. 45 minutes, and you are done.

And of course, all of you just said to yourself, "This guy thinks he's talking for 45 minutes. He's nuts."

Finally, perhaps most magically, we use our inner voice to make sense of this messy world that we often live in. When we experience challenges, we turn our attention inward, and we try to work through them. And our inner voice helps us create those stories that shape our sense of self, stories that really craft our identity. So your inner voice, this is a remarkable tool. The problem is it is a tool that often jams up on us when we need it most. We don't come up with clear solutions to our problems. We get stuck in negative

thought loops, instead. We worry. We ruminate. We experience what I call the dark side of our inner voice: chatter. How do you know if you're experiencing chatter? If you ever find yourself trying to work through a problem but not making any progress, or if you find yourself berating yourself incessantly -- "I'm an idiot, such an idiot." Those are two telltale signs. Now if this description of chatter resonates with any of you here -- I'm sure it does not. But if it does, my response to you is welcome to the human condition, my friends. Chatter is a feature of it. We all have the capacity to experience it at times. It also happens to be one of the big problems we face as a species. And I say this because, if you look at what chatter does to us,

it sinks us in three domains of life that I would argue everyone here cares a great deal about. One thing that chatter does, it makes it really hard for us to think and perform. If you've ever had the experience of sitting down to read a few pages in a book, and under oath, you would swear to a judge that you have read the words on the screen or page, but you get to the end of the section, the chapter, and you don't remember a damn thing that you've read, you've experienced one way that chatter undermines us. It consumes our attention, leaving very little left over to do the things that we often want and need to do. Chatter also creates friction in our relationships with other people, because when we experience chatter, we're often highly motivated to share its glory with those around us.

What I mean by that is we often want to talk about our chatter, so we find someone to talk to, and then, we keep on talking, over and over again. This can have a really sad consequence of pushing away people who genuinely care about us, because there's only so much that they can endure before we start to bring them down. Then there's our health. So chatter helps explain how stress gets under our skin to impact our physical health, because what it does is it prolongs our stress response. And that creates a wear and tear in our body that is physically damaging, predicts things like problems of cardiovascular disease, inflammation, even certain forms of cancer. Now when people hear about these findings, the question they often ask me is: How can I silence this inner voice? Just shut it up." And I don't think this is the best

question to be asking. Because your inner voice is a remarkable tool. We don't want to get rid of that tool. What we want to figure out is how to harness it. And this is where the really, really good news comes into play. This is precisely the question that scientists like myself have been trying to answer for a few decades now, and we have learned a lot about the science-based tools that exist to do precisely this. Now there are many tools out there. I'm not going to tell you about each one, because then we would go for 45 minutes. But I do want to share with you three of my favorites. And we're going to start with language. Right before Malala Yousafzai became the youngest person to ever win the Nobel Peace Prize, for advocating for the rights of young girls to receive an education, She was invited onto "The Daily

Show" with Jon Stewart to talk about her experience. At one point during the interview, she begins to explain what went through her head when she first discovered that the Taliban were plotting to kill her. I want to present to you a quote right here, of how she starts to talk about this experience. I used to think that the Talib would come and he would just kill me ... Nothing particularly out of the ordinary here. She's talking to herself in the first person, the way we typically think about our lives. But the moment she gets to this part of the experience, "The Taliban, they're on my doorstep," "they're coming to get me." It's what is arguably the climax, the most stressful, chatter-provoking event you can imagine. Once she gets to that part,

she does something kind of strange. I'm going to show you another quote, and I want you to look at what she says. "I asked myself, 'What would you do, Malala?' Then I would reply to myself, 'Malala, just take a shoe and hit him.' But then I said, 'If you hit a Talib with your shoe, then there would be no difference between you and the Talib. So she starts off in the first person, but then she switches. She's coaching herself. She's giving herself advice like she would someone else, using her name and the word "you." In this instance, what Malala is doing, she's using a tool that we have studied. It is called "distanced self-talk," and it is useful because we human beings are much, much better at giving advice to other people than we are taking our own advice. So if you've ever felt like a giant hypocrite, once again, welcome

to the human condition. There's even a name for this phenomenon. It's called Solomon's paradox, named after the Bible's King Solomon, who was famous for being able to give great advice to other people, but when it came to his own affairs, he stumbled mightily. Using your own name and "you" shifts your perspective. It gets you to relate to yourself like you were giving advice to someone else, and that makes it much, much easier for us to wisely work through our problems. Another tool you can use to manage your chatter is other people. But you have to be really careful about who you go to for chatter support. Many people think that the best way to help someone else is to let them vent their emotions, but venting doesn't help us work through our chatter. I want to repeat that again, because it's a really important take-home. Venting doesn't help us

work through our chatter. Venting is really useful for strengthening the friendship and relational bonds between people. It is good to know that someone's there, they're willing to take the time to listen and empathize with you. But if all you do is vent about a problem, you leave that conversation, you feel great about the person you just spoke to, but the chatter is still churning because you haven't done anything to actually address it. The best kinds of conversations with other people do two things. One, the person you're talking to does let you express your emotions. It is important for them to empathize with you and validate what you're going through. But then, once you've had an opportunity to share your feelings, they ideally start working with you to broaden your perspective.

They're in an ideal position to help you do that,

because the problem isn't happening to them. So think really carefully about who your chatter advisors are. They should be people who both listen and advise. That brings me to my third and final tool that I want to share with you. It's my favorite. It's experiencing awe. About 10 years ago, scientists at Berkeley tracked a group of military veterans and first responders as they paddled down Utah's majestic Green River. They measured participants' levels of PTSD and stress, mental states that are infused with chatter, both before and after the rafting trip. Not surprisingly, they found that most of the participants, their stress and PTSD levels declined from the beginning to the end of the experiment. But what was surprising was the factor that predicted those declines

in PTSD and stress. It was participants' experience of awe. Awe is an emotion we experience when we are in the presence of something vast and indescribable. Lots of people get it from an amazing sunset. I'm a science geek, so I get it when I contemplate outer space and interplanetary travel. We have an SUV on Mars right now, sending us footage back of that terrain -- that is awe-inspiring to me. When we experience this emotion of awe, it leads to what we call a shrinking of the self. We feel smaller when we're contemplating something vast and indescribable, and when we feel smaller, so does our chatter. I want to wrap things up by sharing with you a set of observations about our, at times, messy emotional lives that I find myself thinking about quite a bit. And every time I do, it fills me

with both dread, and I find it inspiring. Between 8,000-10,000 years ago, our ancestors invented the first surgical technique. Its name was trepanation, and what it involved doing was drilling holes in people's skulls. One of the reasons why this technique was believed to be used was to help people manage their emotions -- big, dysregulated emotional responses. Let the evil spirits out. Fast-forward to 1949. A Portuguese physician wins the Nobel Prize for another emotion regulation intervention. This one's name? The frontal lobotomy. We have come a long way, thankfully, from carving holes in people's heads and sticking ice picks in our frontal cortices to provide people with emotional relief. Our toolbox of science-based skills is vastly improved.

What we need to do a better job doing is using these tools in our lives and sharing them with other people. We spend enormous amounts of resources teaching ourselves how to communicate more effectively with other people. What we need to do is devote an equivalent amount of resources to teaching ourselves how to communicate more effectively with ourselves. Thank you.

Does Working Hard Really Make You a Good Person__ _ Imagine for a second that your job was made redundant by an advanced piece of software that could do the work at the same level of quality for free. But you happen to have three years left on a guaranteed contract, and so your

employer gives you two options. Either you can keep getting paid as per your contract, but stay home as the software does your job, or you can keep going in and doing the work that could have been automated for the same money. What would you do? Now most of you, I'm sure this is a no-brainer. Take the money, go home, watch TED talks.

But there's always some who would choose to keep working. What do you think of those people?

What does it say about their character? This is the scenario about a hypothetical medical scribe named Jeff that we gave to our research participants. For half the people in the study, the story ends with Jeff choosing to go home, and for the other half it ends with him choosing to keep working. And then we asked everybody what they thought of Jeff. Those who heard about the Jeff who kept working saw him as less competent -- he does seem like a bit of a chump --

but they also saw him as warmer and more moral, somebody who could be trusted to do the right thing. They saw him as a good person. Even though Jeff added no extra value, people saw him as virtuous for choosing to keep plugging away. Why is it that we see mere effort as moral? I am a psychology professor

at the University of British Columbia, where I study morality. I've worked on religion and morality, I've worked on driverless cars and morality, but recently my collaborators and I have been working on work itself. And in study after study, we find that people attach moral worth to effort regardless of what that effort produces. So in another study, we asked people about two widget makers. They produce the same number of widgets in the same amount of time at the same level of quality. But for one of them, it takes a lot more effort to do so. People see that harder-working widget maker as, again, less competent but again, more moral. And if you had to choose just one of those two as a cooperation partner, you would choose the one who struggles. We call this effort moralization. And it doesn't appear to just be a North American thing. Work norms, of course,

differ around the world, but we replicated our original American result in South Korea, which is known by the numbers to be one of the hardest-working countries in the OECD, and in France, which is known for other strengths.

In all of these places, the harder-working person was seen as more moral and a better cooperation partner, even though they added no extra value. And it looks like this is something broader than, say, the Protestant work ethic. Even the Hadza people, hunter-gatherers in Tanzania, show something like it. When asked what qualities contribute to good character, they didn't agree on very much, but they did agree on two things. Generosity and hard work. So this intuitive connection between effort and morality

doesn't appear to be the quirk of any one culture, but potentially something very deep indeed. Now effort moralization makes sense at the individual level. Somebody who is willing to show that they will put effort into even meaningless tasks, maybe even especially into meaningless tasks, is somebody who's more likely to help you out. So I have a friend from work, Paul. Paul is an uncommonly charismatic man. Paul wears stylish pairs of raw denim jeans and Paul buys expensive bars of soap, 60-dollar bars of soap. And Paul is one of those types who wakes up every morning and goes running. And when I first heard this, I sort of rolled my eyes at this being one of those Mr. Perfect things. Actually, Dr. Perfect in this case.

But then one day I saw Paul on one of his morning runs, and instead of seeing a sleek, type-A personality confidently striding through life, I saw Paul struggling, in an inelegant hobble

with a grotesque grimace of something between annoyance and agony on his face. Running was hard for him. Every morning was effort, and the person who was willing to wake up for that, day after day, is the kind of person you want in your corner. And Paul is in mine. He's not just the inspiration behind some of the studies in this research, he is a collaborator on them as well. And he's a good man. The truth is, we're all in the market for finding the best collaborators in life. And we're trying to show others that we are that person as well. The evolutionary psychologists

call this partner choice. Just as we are trying to be and select the best romantic partners, we are also trying to be and select the best cooperation partners. We're all trying to surround ourselves with people who will help us out in a pinch, who won't slack off, who will share things fairly. And as a result, any quality which makes you a better cooperation partner, say, generosity or self-control or hard work, is seen as a moral quality. And so we have this simple heuristic: people who work hard are good. It's why you're more likely to donate to your friend who pledges to run a marathon for cancer research, than your other friend who pledges to watch a "Sex in the City" marathon for the same cause.

But what makes sense

at the individual level can still become very problematic when scaled up to the societal level. Our intuition that effort is good for its own sake, regardless of what it produces, has created a work environment with perverse incentives. So when we start attaching worth to activity rather than to productivity, we start caring more about whether somebody is a hard worker than whatever it is that that work was supposed to achieve. And this can come at a very steep human cost. So you'll remember our example of Jeff, the medical scribe who chose to throw his time into the volcano as a sacrifice to the gods of hard work. That was just a contrived scenario. But how many Jeffs are out

there, taking time that could have been spent on love or on leisure and spending it on signaling effort? And how often are we Jeff,

wearing workaholism as a badge of honor, a way to reassure people that we are a good person, even if the person you're just trying to reassure is yourself? The anthropologist David Graeber wondered how capitalism could sustain so many of what he bluntly called bullshit jobs. These are jobs in which even the people doing the work see it as pointless, accomplishing nothing of societal worth. A capitalistic system should root out those inefficiencies, but it doesn't. And the reason it doesn't is because alongside capitalism, we also operate under another system. What the journalist Derek Thompson calls workism. Workism is about your job not just being the source of your paycheck, but the source of your identity and your pathway to self-actualization. Now that works for some people, but what makes workism a culture is that we all get forced to participate. Partner choice is not just about being

a good cooperation partner, but a better cooperation partner than the next guy. Not just hard working, but harder working. And this can create these arms races of workism. So you can imagine two office workers, both keen to show how industrious they are, both keen to be the first car in the parking lot in the morning. And so they start one-upping each other by arriving earlier and earlier and earlier in the morning. And everybody else just seems like more of a slacker every day. The culture punishes us for not keeping up. And so we end up putting more and more in regardless of what comes out the other side. And the culture maintains the most laborious aspects of our jobs because it most appreciates us when it sees us putting in that labor. And as a consequence, every other aspect of our job

and our lives, however great, is made just a little less important. Now, this is not an argument against hard work. It's not. Hard work can be extremely meaningful when it serves a purpose. Hard work built civilization. But how much of the effort we spend now is done to build nothing but our own moral reputations. To just convince other people that we are hard workers. And how much of what we admire in others is just effort porn? In one of his more candid moments, one of my graduate students said that he noticed I would send emails out at all hours of the day, 1 am, 2 am, 3 am. Now, this was because being a professor allowed me to maintain an adolescent sleep schedule deep into my 30s.

But what he then did was he got some app

which scheduled his replies to come to me at one or two in the morning so as to make it seem like he was also working all hours of the day. I'd clearly sent the wrong message, so much so that my student was willing to delay the work to make it seem like he was more industrious. It was literally

bullshit work. I had to change my lab's culture. I had to convince my students that we weren't just about the show of work, but what we were actually producing. And it's not such a simple thing to do. The mental circuit that connects effort to morality can be a stubborn one. When I teach about psychological biases to my intro-psych students, I tell them that you can't always learn to resist a bias, they can be very deeply ingrained, but you can learn to notice them so that you can account for them when making important decisions. We may not be able to break

that mental circuit, but we can learn to recognize our biases so they don't run our lives. There is a story, almost certainly apocryphal, about perverse incentives in the era of British rule in India. Desperate to deal with the cobras that were overrunning colonial Delhi, a bounty was put up for every cobra skin that was brought in. But the plan backfired because enterprising Indians started breeding more cobras to kill them, bring in the skins and collect the bounty. And when the government finally abandoned the plan, as the story goes, the breeders then released the cobras into the city and the snake problem was worse than ever. Oops.

The plan went awry because of the distance between what they wanted, which was fewer cobras, and what they asked for,

which was an imperfect signal of fewer cobras, dead cobras. But I fear we've done something very real and very similar with work. We have built a culture that asks for the wrong thing. If all we ask from each other is the effort that we put in, we will create a world full of effort and of hard labor and of cobras. But if what we ask from each other is to produce something meaningful, we will create a world full of meaning. And what could be more moral than that? Thank you.

Don't try to be mindful _ Daron Larson _ TEDxColum

Transcriber: Zsafia Gocze Reviewer: Tanya Cushman So, mindfulness is a way to train your attention using your ordinary senses and perceptions. Maybe you've heard about it. There's this explosion of research that's validating its many benefits: the way it helps people manage stress, reduce their anxiety, and even sleep better. I was skeptical about these claims because I have kind of a natural talent for stress.

One time, I was stressed out on vacation after a massage

at a hot springs spa resort. And I kept thinking how I wanted to take a picture of this place because it would help me relax when I got back to the job

I was dreading returning to. So, that gives you an idea of what I was up against, but I decided I'm

going to give this mindfulness a try. So I've been practicing every day for 13 years. And I noticed that it started to quietly transform the way I was living my life when I stopped trying to get the outcomes I was hoping for and instead put my attention on doing the exercises required to get there. It reminded me what I already knew about physical fitness. If you take the stairs and you notice your heart starts to beat faster, maybe your legs start to burn, you don't say to yourself, "Oh, I must be taking the stairs wrong." Right?

You say, "This is what

taking the stairs feels like." And if we always take the elevator in order to save time and avoid discomfort, we just miss opportunities for developing our physical health. And it's the same thing. It works the same way. So many people try mindfulness and they're convinced they're doing it wrong, so they give up. And they miss an opportunity to change their relationship with discomfort. And if you expect your everyday life to be free of discomfort and confusion, you're going to spend all your energy worrying, trying not to feel what you feel, and saying, "This messy life is not my real life." So what keeps us holding out for these perfect, comfortable lives that we imagine? And how can training your attention help address these habits?

There's an underlying story problem built into the way we relate to our lives. It feels like I'm a character navigating all these challenges in order to get somewhere. And this narrative structure is incredibly useful. It helps me decide what's important. It makes it possible to work towards and achieve goals. But there's a problem. My obstacles don't seem to be part of what I consider my actual life. They feel like temporary annoyances that I have to push through in order to get to what's on the other side. But very often, it turns out what's on the other side of my obstacles ends up not being the relief I'm hoping for. Am I the only one? It ends up being another obstacle. And I have a spoiler alert here. This pattern keeps repeating and repeating, and we end up waiting for,

habitually waiting for whatever's happening to pass. And this dilemma scales all the way down to the moment-by-moment experience. All these little looping stories of waking up on time and trying to get to work and going to a meeting and dealing with difficult people, deciding what to eat. And maybe the best we can do is sometimes comfort ourselves with the idea of evenings and weekends and vacations. Right? But it's at this moment-by-moment scale where the work of mindfulness occurs - all these little places where we distract ourselves and go onto auto pilot. But mindfulness isn't a solution to your story problem. So don't cancel your therapy appointment.

It's not a narrative solution at all. It's actually a solution for the problem of living

within these narrative constraints. And any time that you habitually check out starts to become an

opportunity for checking in. So let me give you a little exercise that you can use in any situation. All you have to do is pause to notice some sensory detail of your current experience. Let's give this a quick spin. For just a few seconds, what's it like to see? That's right: it's easy. What's it like to hear? What's it like to notice some sensation in your body? So that's probably the shortest exercise workout I've ever led. But what I'm hoping to - what I'm hoping you'll do is compare it to what you already know about physical fitness. One push-up's not very impressive. It seems kind of trivial. But we know that if we make a habit and we do several push-ups a day, over weeks we're going to start noticing

more strength in our upper body. So instead of trying to be mindful, what if you tried to notice what's happening. Every time you stop and pay close attention to what's happening, you disrupt that narrative, that narrative of your life, from inside your story. Instead of trying to live in the moment, what if you just started to sneak this kind of noticing into your routine? When you take a shower, what would it be like to actually feel the water hitting your body or smell the shampoo? What would it be like to taste your coffee? What if you notice what it looks like to see the screen in your hand and, once in a while, look up and see what's right in front of you? Right? Any activity that doesn't require much thinking will work for this. And it turns out, there's a lot more

of them than you realize once you start looking. And nobody needs to know that you're doing this. In fact, I recommend you kind of keep it to yourself.

I've kind of learned from experience that nobody wants to hear about the relaxation you're savoring in your legs during a meeting.

And the details you notice don't need to be pleasant. What's it like to run late? What's it like to be standing in the slowest line in the grocery store? What's it like to watch your windshield wipers as you're waiting for the light to turn green? Your strategy for living in the present will go a lot better when you accept how frequently the present sucks.

So I've been describing a way to pay attention in the midst of ordinary life. But there's also a formal version of the practice you might be familiar, where you pick something to notice over and over again for a set amount of time. So maybe 10 or 15 minutes, you notice what it feels like to breathe. You might notice what it's like to hear sounds around you. And whenever you realize that you've completely lost contact with that, you just gently bring your attention back. This timed practice is what everybody thinks is the only thing that counts, and I want to challenge this assumption. The timed practice is intended - it's like going to the gym. It supports your ability to be attentive throughout the rest of the day. So you might notice relaxation during your timed practice and then check in throughout the day

to see if there's something restful at all that you can detect and savor. So one time I was teaching a class, and it wasn't a mindfulness class, but it was the first night. I get a phone call, and I had the start time wrong. So I was late, and I didn't realize it. There's a classroom full of people waiting across town for me. So I spent this whole evening toggling back and forth between the course content and how rattled I felt. My senses were heightened, my face was hot, my breath was shallow. I felt embarrassed. It was super vulnerable. And over the next three weeks, during my formal practice time, it became about observing all the related feelings and thoughts. And then throughout the day, I would check in to notice, can I detect any of those flavors emotionally?

And they were always there, simmering on a back burner. And I think people would be surprised to know that if you saw me sitting every morning for those three weeks, you would say, Oh, he looks so relaxed. He's not moving. I want some of what he's having." But inside, it was a total shit storm.

And I wasn't doing it wrong. This is what my embarrassment and the reverberations felt like. I think people would also be surprised to discover that the catharsis I felt during that time was worth every moment of turning towards that icky, garden-variety discomfort instead of pushing it away. The narrative mode of intention wasn't always our default. Louise Glück says, "We look at the world once, in childhood. The rest is memory."

Noticing that you're alive is a taste that adults have to reacquire. People think they don't have time to practice paying attention in the way I'm describing, but I think what we really resist is being willing to set aside our unresolved story problems, even for a few seconds. And I'm not advocating noticing every sensation all the time. Instead of trying to put your story aside for even 15 minutes a day, what would it be like if you limited your worrying and your numbing and your unconsciousness to 23 hours and 45 minutes?

You don't have to try to be mindful. You don't have to be relaxed. Just by remembering to notice, again and again, that this messy life, with its one obstacle after another, really is your life, and that it's possible

to train your attention so that you feel more at home, both in your story and in the direct experience of living. Thank you.

Embracing Identity as a Successful Muslim Model _ Transcriber: Ryan Wang Reviewer: esra kurul I love putting together a fit: the pieces, the accessories, how they align with my values. When I first started my blog, it was a way to express myself. But soon a Pandora's box of questions opened up. Questions like: What are my values? What does accountability look like? How does my style reflect

my values? What do I owe my audience and what do I owe myself? Basically, what do I owe others and what do I owe myself? It's a bit more complicated than matching shoes and a bag. Growing up, my siblings and I had a great childhood. It was surrounded with love and adventure. Interwoven within this was my faith. My grandfather was a chef, an Islamic scholar, and his love for God were his legacy.

We've all heard of intergenerational trauma. Now imagine intergenerational compassion. A few weeks ago, I had my shoe stolen at the mosque. Of course, I was a little angry, a little outraged. And when I had told my dad about this, his response was, forgive them and move on Baba. It's hard to stay angry. This intergenerational compassion was embedded into me. It became one of the reasons why I even wanted to pursue fashion. I had made an Alias Instagram account: I'm the CoverGirl, as a platform to express myself. But soon this fun blog turned into my current career. I've worked with brands like Gucci, Fendi, Valentino. I was the first Muslim hijabi bride in Vogue Australia, and I've accumulated over three. Thank you. And I've accumulated over 380,000

followers across platforms. It's been a liberating and yet challenging experience. Being a content creator means I have to answer these questions to stay true to my values. Taking a value-led approach to fashion means taking personal accountability. Working in fashion requires you to consistently sell, sell your brand, sell your clothes, sell your looks. Having a platform comes with a lot of responsibility. I use my platform to discuss political, environmental, and humanitarian causes. But as I began to work with bigger brands, I had realized I needed to actively implement my values. Palestine has been important to me since I can remember. Although I'm Lebanese and I'm not Palestinian, being a muslim embeds a strong sense of justice in you. Last year, with the rise of injustice, I had realized my own hypocrisies. I had contracts worth tens of thousands

of dollars locked in with brands who had been harmful to Palestinians. I, of course, stepped away from these contracts. Lost a lot of money. But I would do it again and again and again because it's what's right. I've also had brands stall contracts with me due to my political values. I'm, of course, still learning, still growing. But I will continue to ensure that my choices reflect my values. Thrifting has been a key part in how my style and clothes reflect my values. My mom would always take my sisters and I to the op shop and we would buy anything from clothes, shoes, bags, books. Now I go thrifting with a different mindset. It's no longer a budget decision, but it's a way I express myself. If there's a trend I want to try, I'll go to an op shop first. As a muslim. Being sustainable and reflecting on buying choices is very important. Islam suggests that we live lightly,

acquire what we need, and be on earth as a traveller. In a world of micro trends and fast fashion, buying a thrifted piece becomes an act of rebellion. Thrifting slows down the fashion cycle and brings focus to more environmentally conscious choices when shopping. Thrifting has been a key

part in my self-expression, but it's been an outward representation of my values. My platform is a reflection of my values. I've only ever known my relationship with myself and God as an adult in the public eye. Meshing the physical with the spiritual is never easy. I use my platform as a clear representation of how I want to represent Islam. The vision for my platform is clear. I want to show that modest fashion is normalized and accessible, that my audiences values can be expressed through their style.

When I'm on set or creating content, I'll make sure to ask for bigger sizes so that everything is more loosely fitted. I'll make sure to cover up more of my ankles, my neck, even though my everyday life I might be comfortable with that. My perspective is if I can cover up more and do the campaign, then I am staying true to my values. There is a responsibility for how you wear the hijab on a public platform, and I'll continue to ensure that how I wear it reflects my values. There's a fine line between intent and legacy and exploiting the hijab in a financial or tokenistic way. I've always had to ask myself, how am I embodying my values for myself whilst working in fashion? I've never gone online and felt better spiritually or religiously because the Internet is not a religious safe space. I do have a sisterhood relationship with my followers and I'm aware of the responsibility, but I've never fully

shared my spirituality online. My private life is for my spirituality. I don't go on my phone as much as I seem to. I love spending time with my family and going to the mosque. I make sure to invest in my relationship with God and my personal routine far more. Taking a value centric approach to fashion means me being compassionate with myself, but also not losing the foundation of all my values. Islam, For me, it's not just a fit or a post. Fashion is a direct reflection of my values. It's how I disrupt the industry, create a safe space for myself and for my audience. Enforce boundaries and accountability. Every day is a content creator. I am consistently redefining, reaffirming, and rediscovering my values. Taking a value centric approach to fashion is me answering the question: What do I owe others

and what do I owe myself?

Emotional Intelligence_ Using the Laws of Attracti

uh it's really good to be here and I want to First acknowledge these students because this is not easy when you're a student it's not even easy when you're a professional so can we give these guys a hand thank you I'm here to talk to you about two things that you would think just do not together those two things are emotional intelligence and the laws of attraction uh I was talking to Dr Thomas the other day when I came for the rehearsal and he said well doc emotional intelligence isn't that uh being aware and having clarity about your feelings and the feelings of other people when you're in the midst of a set of circumstances or a situation with them and I say yeah that is definitely a

definition for that and a very accurate definition for that but the truth about emotional intelligence goes far beyond having just clarity about people it's clarity about

situations circumstances why are you there when you stop and think about I'm in this situation I'm in the midst of something now what is that something and more than likely that something is a set of circumstances or a dilemma you may even encountered that you attracted into your life and that's where the laws of attraction come to meet emotional intelligence like attracts like these things that you expect come to you what we believe is that if we say some affirmations if we take a moment and visualize something do a vision board or something of that nature that's what's going to happen but not true as a matter of fact if I say right now do not think of a chimpanzee wearing a red tie and a blue and white penstripe suit whatever you do do not picture this chimpanzee wearing this red bow tie and this blue pinstriped suit what do you keep thinking of the very thing that I told you don't think about because that is where you are putting your emotion that energy plus motion and the

more emotion you pour into anything the more of that thing you receive in other words you can say one thing and do another and as we well know many of us typically say all the right things but do we do them if you don't believe me go to somebody's house and look at all the dusty workout equipment look at all the diets that they tried go to a gym and look at the people that signed up that are no longer coming because what we have done is we've taken the laws of attraction and misapplied them we don't take Serious the things that we feel we deserve enough in order for them to manifest into our lives and how do you stop that real simple monitor what you feel what you constantly think about that is exactly what you get if you keep thinking I'm I'm my luck is never I everybody gets it but me I'll never have that I'll never live in that house you know that's for them whoever them or those people are when you constantly think about how much bills are what do you end

up with more pink slips more bills when you constantly think about I don't want to gain any more weight or I don't I need to lose uh you know lose some of these bad habits that I have I want to stop smoking I'm not going to smoke what do you do the minute the pressure hits you go get a cigarette and you smoke again you get frustrated and you eat again and as you continue to do these things your thoughts and your feelings equal the manifestations that you get in your life here's the million dooll solution to that first monitor what you think about your mind and and you know there's a lot of uh theories around this concept but I'm going to tell you this everything that is seen comes from that which was not seen that chair you're sitting in the clothes you have on right now with somebody's I did one time somebody figured I don't know a long time ago guys should wear a tie you know we figured somehow that you know going on horses wasn't enough maybe if I can

build this contraption I could fly like a bird everything that we do started out in the Unseen and someone call those things that are not as though they are and brought them into manifestation but

here's the catch for you and the solution you must understand that conscious thinking is not your solution conscious thinking is typically reacting to some set of circumstances it's typically paying attention to that which is before you that subconscious thinking you will associate that with stuff like have you ever driven home from work and you don't even remember driving home because something was just on your mind or you automatically get in the car and you just check for something without even paying attention to what you're doing your subconscious mind is the part of you that drives the outcomes in your life as you learn to master being uh sensitive to circumstances paying particular attention to the nugal things as we call it the little things if you stop worrying about what happened in the

past and feeling guilty or being anxious about what may or may not happen in the future and operate in right now you will train your subconscious mind to begin manifesting the things that you truly desire and a short way of putting this is everything in your life happens for a reason your responsibility is to look at these things in your life and ask this question why now why is this person getting on my last nerve well they're probably getting on your nerves because there's some part of your character that is being reflected back to you through them that you need to work on we get frustrated and angered and almost just discombobulated by that which we do not understand you have to be willing to take the time in every moment every situation in your life and examine it for its meaning you have to examine it for its purpose you have to examine it to see what is this supposed to teach me right now in my practice something that I constantly tell people that I'm either speaking to

in lectures like this or even in my office is to stop being so reactive and become proactive don't don't wait to talk truly listen don't just see things look at them you know when you hear something you're perceiving it at the expense of all the white noise of the debris that surrounds it when you look at something you are deliberately ignoring things that otherwise could distract you it takes effort to be successful but the greatest effort is mastering how do you use your mind as we evolve and I'm not getting into some religious stuff so there will be no offering you don't have to panic but we came from somewhere we received of a greater source and conceived when our parents decided to confirm that but my belief is before we get here we made a decision why we were coming and we came to experience the contrast and the challenge that everyday life presents to us see your creator which you are a co-participant in that

creation is smarter than you think as a matter of fact you can figure out exactly what everything means in your life by asking one question one word why and it's okay you know even in dating ladies it's good to look at a guy and say well why are you here what is it that you are supposed to teach me and not thinking he will probably tell you the truth the same thing is true about the things that you're trying to court in your day-to-day life in your career ask yourself why am I doing this what

is motivating me to do this why do I feel the way that I feel about what I'm doing and you know you do not have to wait for an answer you can get an answer if you shut everything down get in a quiet space and simply meditate and I don't mean Lotus position going um what I do mean is taking the time to be quiet to be still to allow your circumstances to speak to you in such a way that it resonates at the core you remember I said emotion it's kind of like that guer counter when you you're looking around for a metal object and the further away

you get the further away the church get but the closer you get the closer those chirps get and the way that you can parallel that to your spirit speaking to you is the better you feel about it the more you should do it and if it doesn't make sense to anyone but you all the better accept the facts but never ever confuse the facts with the truth seek the greater truth you know anything that anyone has ever done that has required more caused that individual to confront themselves they confronted their fears they confronted other people they confronted culture and had to make a decision that you know what you said I can't the system says I can't but something inside me says what I can and when you seek the greater truth you get into direct alignment for that very moment that very reason that purpose that causes your emotional intelligence and the laws of attraction to become one as they become one you will find this sense of passion resonating causing and stirring up something inside of you as that passion is stirred up your purpose

then beg just comes forth you know there's this thing if you ever watch a football game you don't see the guy sit there and wait on the ball to come and you don't see the quarterback throw it after the gu's downfield right when snaps the ball and that receiver takes off that ball is in the air sometimes you have to run on faith you have to run not seeing the outcome but just knowing that there will be the result that you desire and as you feel as you believe you will receive because after all that which you seek ladies and gentlemen that which you desire that which you long for is equally seeking you have a great

day

Enter the cult of extreme productivity _ Mark Adam

you thank you guys I'm very hungover and I have a hundred slides so this probably won't work in about I've been told that in 18 minutes a red dot will appear on my forehead and there'll be a gunshot and my body will fall into this stage and so that would be the end of it in the meantime let's try and learn some stuff so I've noticed from chatting to people today there's there's some really interesting people in this like families here there's people who support each other you guys were telling me at dinner yesterday how there's this real community to the to the whole you know the whole st. Gallen University so I want you to look at the people that you know in this room and kind of

just kind of send them a psychic message of thanks for all the support and all the things they've done to kind of help you be the best version of yourself thank you this is good and then

while you're doing that I want you to realize that according to statistics global statistics you're looking at the people most likely to murder you and the reason I say this it's a trap right you know those motivational talks and those are cause you read on LinkedIn about productivity and all those things this is the satanic inversion of all of that okay so please forgive me for what's to come so basically I have done a TED talk before and it was banned it was not allowed to be shown they didn't put up on the internet they said that the ideas in it were dangerous so let me present to you the most dangerous group in the world this is the most dangerous TED talk in the world apparently okay so let's see what we can do with it so me and my brother yes sorry about the hair and my brother and I will have always been complete losers and basically the one thing that my dad would always say to us was he's Scottish so he sounds a bit like Shrek you say boys even when he loved us we just felt cold you know it

doesn't feel like you love us with him and so he'd say yeah boys remember a joke it's only a joke if both people think it's funny and honestly I'm in my 30s now and I still fundamentally disagree with that I think it's much funnier if one person thinks it's funny and the other one doesn't so all we would do me and my brother was play pranks and practical jokes on each other constantly so this is all we had the only skill we had was this and we lived in situations like this at University as we unleash er you guys know this feeling and why is he at a certain phase of our lives we think it's really awesome to collect a cone and take it home I don't I don't understand that and so strange yeah I really resonated right and so you know we lived in hell basically right this was our house we lived in absolute hell we were complete losers in every possible way our procrastination meters were through the roof we didn't do any workout sites either you're resonating with all this

stuff and what's interesting is now my job as you just heard is I have to teach innovation right so it's an amazing situation I don't know how this happened well basically this complete loser is now the guy that's supposed to go and tell you no and I've worked with the biggest celebrities in the world the biggest CEOs in the world and basically I've realized that innovation is kind of BS unless it comes down to change and what's interesting is if I can change anybody on this planet can change okay and so what my current job is now is basically I go and meet with leaders you know I've met with some of them you know like I said some of the biggest CEOs and the biggest celebrities in the world and governments and politicians and I basically go in and I they say can you please change this person who just does not want to change and but what's interesting and this is the kind of serious point is that technology as Lulu was saying a bit earlier technology is growing at such a rate because of Moore's law and another another

incredibly exit you know extremely extra thermic reactions to the way the world is changing our human adaptability our ability to change isn't able to keep up so this is actually why I think this information I'm about to give you is actually really really powerful and important because literally at this point in history we cannot keep up with the rate of change and it's going to get faster and faster and faster now obviously this is worrying for you know the Mr. Burns's and the CEOs of the world but much more importantly it's worrying for every single business on the planet and for every single human being on the planet you guys are probably training to do things that may not exist in 15 years time I I do a job now that you know my careers advisor didn't there was no such thing as being the head of innovation anyway so it's an incredible moment but what we need to think is how do we update our human operating systems so that the rate of change isn't going to get ahead of us

ahead of us ahead of us and leave us in a really bad situation so the common way to do this and because it's nearly January is this right you know this one don't you everyone's like oh yeah that thing and you sit down around January the first you like this year it'll be different you get rid of the cone right no I don't need that anymore I'm growing out of that and you write down all these goals and all these things you want to achieve right and then you're told will power will power will get you there and then you say my name is will power for like three days you are will power and you're walking around and whatever that thing that you're supposed to do is you did it and the thing you're not supposed to do you don't do and then suddenly you go ah I'm gonna read some books and so you get what the kind of success literature in you go on LinkedIn and five productivity hacks of Elon Musk and you go yeah amazing it's amazing I'm absolutely killing life right and then you get into this hacker mentality

and everyone is you know you read Silicon Valley stuff you start eating food that they grow on the moon and anyway I've you can tell I was drinking last night and then life comes along and just goes bang because everybody has a plan until they get punched in the face right and so what we realize is you know this is my contention I read every one of those books I did everything apart from eat the food from the moon because that doesn't even exist and it just honestly does not work right it's time to take a breath and accept but it is another trap this whole billion dollar success literature industry the whole I have to say 95% of TED Talks everything about hacking and changing and trying to alter yourself from the inside it doesn't work okay sorry to bear this news and you can see why Ted have not decided to publish previous TED Talks and and you know why it's a function of time in the film interstellar there's a great line where you notice the old the

old scientist has asked you know who's your enemy essentially what you afraid of me says I'm afraid of time this is going to get a little bit conceptual but we constantly think that this person that it's going to do all these things that the five productivity hacks that we read on LinkedIn said to do is to get this person that we're going to be tomorrow right but tomorrow is this place this fictional land where 99%

of all human productivity happens but when it actually comes it's just the now again and we're the same person so this version of ourselves so we set ourselves up with like I'm going to be this person I'm going to go to the gym I'm going to stop collecting cones I'm gonna do whatever it is right but when that moment comes it's for now and we're the same person so we think with this guy but we're this guy and what's really interesting is we've been told you know this is the information age we've been told that more information can solve this problem

so we read more and we think I'm going to download more audiobooks and then I've got friends that listen to audiobooks at like three times the speed so they can consume more information so they can learn more so they can change but that doesn't create change as someone just went yeah it's one guy dad anyway so we're really in this and I fundamentally believe it's a trap and I think it's a very profitable trap for a lot of people so we're told if you consume more information if you read that other book I'll have you read then you stop oh yeah well if you read the other one the long long tail I don't know you you've got to read this one well and I'm not saying don't read I mean I've never done any reading number doing me any harm but whatever but the point is it's a fundamental situation when we have to accept that we don't need any more information I've learnt from teaching celebrities CEOs governments you know even politicians how to change and how to move with technology is they don't

need me to come in and tell them more stuff they know what they've got to do like you all know what you need to do to pass through exams and all the things you need to do to do the be the people you are the question is will you do them so at certain point you've got to kind of fess up to this it's you versus you and I'm not certain that the version of you that you think you want to be and the version of you that acts in the way that you're not so happy with I'm not sure that those two can honestly be said to be the same continuous self over time it's more actually I think we might be modelling this wrong and I think economics the economic paradigm has given us this Homo economicus kind of you know transient preference all doing they call it it's basically the same person now as we will be at 2 o'clock in the morning you'll see at 2 o'clock in the morning at the after party I will not be the same person so I'm just going to be totally honest with you I went through a period where I was very very very affected by this I was reading

everything there was to read I was really getting into all this stuff and it wasn't working for me I was my procrastination me it was through the roof roof as I said and I really honestly began to sell flows I thought I knew I could and I knew what I needed to do but I just wasn't doing any of it and instead of doing it I would read more and so actually I started to get to the point what I was suffering from unbelievable anxiety and and panic attacks and I'd be sitting there and it was basically because I literally chronically was building up this expectation of who I was supposed to be or what I was supposed to do and never ever delivering on that expectation and I hope this is therapy because I

think we never talked about this we're told that we're supposed to always feel like yeah we're moving forward and the BS that we tell each other was yeah you know it's not going well actually but I think that we're building this anxiety and the moment that it really kind of changed for me

was my Nana you can see in the middle here and you can see my brother and me and my family running around this is my family so you can see kind of where I'm coming from really and my Nana was diagnosed with cancer and I'll never forget this my mum I'm a Nana had a chat and the Nana said she would love when she's in the hospital to have a little tape back in the day of music so you know she couldn't use iTunes doing this stuff so my brother and I said we will make you this tape and we will get it to you in your hospital bed and my mum phoned of a couple of tensions at Nana's really looking forward to that tape it's gonna be great like can you can you can you hurry up though because you know she's not well and we said yeah yeah went out on another night out got Conan Doyle at home and went crazy and did other things and kept procrastinating kept the crass name kept putting it off kept putting it off remember Nana sent him on the phone loved that tape I'm literally in this hospital room all on my own all the time

is you know really appreciate that tape yeah sure we'll definitely do it tomorrow absolutely you know what's gonna happen right one day mum called and said Nana's gone no don't worry about the tape and that was the final straw me and my brother just went this is it we have procrastinated our way through 95% of our life we've sucked both suffering from crippling anxiety and now the one person that we absolutely loved that we owed something - we didn't do because we were caught in the in the moment and it was going to be this future self that was going to do it that never arrived so this mixtape really changed things and we really tore apart in the middle and said write never again and we basically found through research research this global subculture of people who actually this was back in the days of the dark web and you could get on there quite easily and do sorts of things and anyway that's enough now and I'll submit to am and and what we

realized was that from Silicon Valley to Shanghai there are people with a system that doesn't run anything like the system we talked about just a min ago and this system is called locking and I want to give you this this is a dangerous idea okay this is this is the dangerous bit lock-in is one of those things where if you want to go down the rabbit hole you can go all the way down so this is kind of cover your ears if you don't hear anymore lock-in takes the idea that we are not the same person over time very very seriously and it basically says that the person you are at time a is a very fundamentally different person that you could be at time b because of your preferences and the way that you're set up and basically those as I said you know you have a critical self a self knows you've got to make that tape for your Nana and knows you've got to do that work knows you've got to do your TED talk tomorrow and not go out on the night before like I did and an experienced yourself that wants to live

in the now so this future self this critical self that knows what it needs to do and consists consider time and this myopic experience yourself that wants to maximize in the present moment and they as I said are not friends this is a very famous footballer George best you can see him having his experience himself on the left-hand side here and his critical self was the one that paid so you have this moment where you have something that's what we call in law a distributional issue of justice over time well that basically means is that you maximize so much at one moment that you completely take from the futures that and the person you take from is yourself in the future so smoking drinking all these things they essentially take from someone but that someone is someone that you don't have any relationship with yet but it's you so this becomes this really metaphysical thing and it was really interesting when George Best's died he you know he literally wrote this this this thing

saying don't do this and so we started researching this and going really deep into this and there's actually this thing in demonology where in in Judaism is this demon called the yet sir and the yet sir basically pulls you away from the self that you could be into this this this more this this far lower self that actually tears your life apart so actually we started to take this idea really really seriously and if you look at it personal decisions are now the leading cause of death and you have this situation where whatever it is that there was this distributional issue of justice that we have to deal with it's causing so much angst so much pain and now with the economy changing so fast if we can't find a way to upgrade ourselves we're in deep deep deep trouble so that's what I thought now is the time to bring this idea out and it makes sense because we're foraging animals right we literally maximizing the moment because of our evolutionary psychology and like you know the classic example of this is Adam and Eve Adam and Eve got chucked

out the Garden of Eden they got chucked out of paradise for an apple I mean maybe there's a metaphor there which I haven't got but you know there's an Apple right and look they look like they fell out mom dad I'll come on like but so what you end up is is it is this moment wait we forage we take what we can eat drink and be merry for tomorrow we may die so we're constantly maximizing the present moment so how do you escape this demonic trap you've got to find a way to lock in your critical self yourself that knows what time what time is gonna is gonna require of it and lock in so when that werewolf self starts to come out you can't let it control you and Ulysses is the classic example of this so Odysseus knew that the sirens were going to be calling him and he tied himself to the mast and told his men to completely ignore everything he said and this is this is game theory so in game through it's all about mutual assured destruction it's all about changing the payoff matrix so you've got to make it really expensive really

painful and massively consequential if you don't do what you know you must do so these things

don't work these things do and we built the world on contracts we built the commercial world that we live in on contracts I can contract with you about sorry about this but I can contract with you about anything almost right and we accept that there are penalties and punishments and enforceability to that contract consequences if I don't come through with what I'm supposed to do but there's no such thing as that with promises that you make to yourself so we started to say what if we support each other what if my brother makes a promise and I enforce it because promises without the sword are nothing but words and so this is the kind of Apocalypse Now if you've got to make fear your friend so you've got to be so afraid of not achieving that the cortes when he arrived in south america burnt all the ships so there was no way back for the men he made fear their friend there's now ways of self excluding yourself from

casinos so the you literally can't get in and what will happen is this other version of yourself will try and fight back it'll be like an exorcism right but eventually it's gonna finish with this if you embrace the fact that it's more terrifying to fail than it is to succeed you will achieve insane things and this was me at buckingham palace collecting an award this is my brother don't to Harvard and and we only achieve this stuff through this and I just want to say if we can achieve anything and update the human operating system that fast I think there's something in this for everyone and hopefully we can use this get a bit more specific about it and build into a system and actually try and try and update ourselves as far as technology is having us to update ourselves thanks so much guys Cheers

Ethics in the age of technology _ Juan Enriquez _

so in his wisdom Stefan thought there wouldn't be any tension between somebody was brought up in Mexico and Germany today but anyway we'll get onto that later normally I talk about science and today I'm going to talk about ethics and the reason I'm going to talk about ethics is because there's been a lot of distraction from science by people who are certain that they know the answer and part of it is promoted by ourselves because when we take a new job we get this great big book that shows drops on our desk and it's the ethics manual and the ethics manual tells you this is right and this is wrong and it's pretty black and white and it's one of the most boring documents ever written by a human being right I mean if you don't know this stuff by the time you take that job you shouldn't be in that job because it's telling you stuff you already know

and I guess the question that I want to address today in particularly today's climate which is slightly polarized is who's teaching us what it is to be ethical so I'd like you to take about 10 seconds in your own lines and just think through who taught you right from wrong all right now that you've got the answer to your minds here's some of the answers that sometimes you get so you have a holy book that tells you the stuff and Lama teaches you and the preacher teaches you and the teacher teaches you and the lawyer teaches you and the doctor and of course the government and a whole bunch of

other people your peers and Facebook and Twitter all kinds of good ways of learning right from wrong well let's take a little journey to this little building so this is the downtown market in Charleston South Carolina wonderful handicrafts wonderful food do you know why this steps of this building were shaped in this threat in this way they were built to exhibit the merchandise that's where they sold people and on this particular day that

we're selling 94 prime healthy Negroes 39 men 15 boys 24 women 16 girls what the hell was wrong with these people why didn't they understand right from wrong didn't they get the ethics manner well let's go through the sources that we just talked about so the first one was the holy book and there's a couple of passages in the holy book that might have justified and promoted and allowed slavery oh mama well the best-selling book was Uncle Tom's Cabin and mama was writing all about plantation life in South Carolina and what mama was teaching wasn't exactly that we should be freeing the slaves so then you'd go to church on Sunday and the lead preacher the Billy Graham of his time well Richard Furman he was arguing with the holding of slaves is justified by the doctrine an example contained in the Holy read and is completely consistent with Christian uprightness because of course he was picking up the Bible and reading

selectively passages from the Bible and by the way if you want to know more about this you can go to Furman University and pray in Furman Chapel fortunately then they got a really smart guy so this is an Oxford on chemistry professor philosopher radical and an abolitionist until he got to be President University of South Carolina at which point he wrote the 1826 pamphlets outlining the belief that slave labor is an economic necessity and the white race is superior so here's an abolitionist who lands there and changes his mind Cooper library was dedicated in 1976 a doctor well doctor examines bodies a doctor should know that we're all the same which takes us to J Marion sin was the founder of gynecology who thought there's no need for surgical anesthesia for blacks or Irish they feel no pain and he bought sleeves to experiment on and you guessed it there's a statue in downtown Charleston - J Marion Shenzhen until a few months ago you could jog by his statue in Central Park

this was not an obscure doctor Constitution all men are created equal DC slavery code nope here's the way we keep slaves why didn't these people know well then comes the question who exactly was supposed to teach them if you are Peter jr. and you go to church and you go to school and you read the laws and Mama and Papa and the holy book and everybody else is telling you this is okay who exactly is supposed to teach us X and this is actually very personal to me because see not that long ago this was fine and this was not and I grew up in Mexico at is Jesuit school going to church at 7:00 a.m. every morning for an hour of mass in Latin and guess what the holy book and the preacher and the teacher and mama and papa and the laws and everybody else told me being gay was a sin it was criminal behavior it wasn't that long ago I mean I know I'm old but that wasn't that

long ago and if Twitter and Facebook and Google and all these things that existed when I was in high school I don't think that I would like the posts that I would have put up then

and I don't think you'd appreciate the post that I would have put up then so when we go and we judge our ancestors and we go on say you know so and so and so and so and so so with a great deal of self-righteousness we have to consider partially where did they live what were they taught and should the ethical judgment of our peers be different than that of our ancestors do we apply the same standards to somebody who discriminates today then to somebody who was taught something different thirty years ago fifty years ago a hundred years ago did we put any context on are their degrees of awful within an awful system I'm not advocating slavery I'm not advocating bigotry I'm not advocating any kind of discrimination against LGBT I'm trying to put a context on something that I live through but I'm very sorry I lived through that in retrospect I know I was absolutely wrong and this is an argument for a word that doesn't exist very much today in this very polarized left-right world because this side knows it's right and this side

knows it's right and you just don't have a lot of meeting in the middle and what we're doing is we're going through this culture war during a time when technology's changing stuff very quickly it's changing who we speak to it's changing who we talk to exchanging what we can do and in that context ethics doesn't become black and white it becomes Fifty Shades of Grey so pick a random title I don't think we understand how fast and how radically technology is changing us see the fundamental act of evolution is sex no sex no evolution and we take it for granted that we have been redesigning sex so how do we think about this well bring back grandpa and grandma let's have a birds-and-the-bees talk with them okay but instead of bringing back as nice white haired folks we're gonna take a time machine we're gonna bring them back as hormone filled 18-year olds so you now have your four grandparents sitting in front of you and you're talking to them about sex hmm that's an interesting conversation point number one

you can now have sex and not have a baby do you understand how weird that would be two generations ago because every animal in every human generation normally sucks equal consumption and now you're telling them oh no we can have free sex and never conceive and then you go on to lift stuff and you say oh by the way I'm going through cancer treatments so I'm gonna conceive a child in vitro oh really well tell me what that is well you see you take an egg and you take a sperm and you mix them together in a petri dish and you conceive a child oh okay we heard about that I heard about that in grammar school that was called the Immaculate Conception and by the way that used to be a miracle kids so you're now telling me you're performing millions of miracles every year uh-huh and then we've got this surrogate mother thing so we can freeze eggs we can have a surrogate mother we can have identical twins or in fifty years apart oh of course you can so we've decoupled sex from conception we've decoupled sex from

physical contact we did couple sex from time in two generations now let's come back to the ethics had we polled society should you do this two generations ago they would have said hell no and they would have taught never do this so how do we establish the ethics for the next generations as technology changes what you can do is it a complete coincidence that the first areas to become abolitionists were the first areas to industrialize I'll bring a thousand horsepower you bring a hundred slaves we'll have a free market and sequel wins technology has a lot to do with changing the future and as we sit here today now pry the same flawed experiment have your grandkids age 60 bring you back and tell you about sex do you think sex and conception and reproduction is going to look the same two generations from them how do we establish a ethical conversation on that how do we decide what should be the loud what shouldn't be allowed do we need a certain humility to judge the past and to establish the

rules for the future because they may be doing things that we might find really strange and just as the last series of points it may be that we are doing things today that will seem pretty darn unethical to our kids because technology changes the boundaries of what is allowable technology sometimes drives very different ethical mores I really want your feedback on this because this is the beginning of a book that I'm writing and I think there's a series of things we are doing that are going to change radically let me give you one example lab-grown hamburger 2013 \$380,000 not a lot of people buying lab-grown hamburgers well I've grown hamburger 20 15 20 bucks lab-grown hamburger another five years same price or cheaper than growing a animal for three years feeding it slaughtering up using all that water putting up all the greenhouse gases treating the animal very poorly when you have an alternative and you don't have to go vegetarian and you can still eat meat in one generation how do you think people are going to

treat a picture like this when there are clearer alternatives that are by technology so we don't have to do this how do you think they're going to judge us and there's a whole series of other examples of things that we might be doing today that technology is going to displace the ethics and move the ethical goalposts and it's important to understand that both in how we judge people in the past not justify it I'm not justifying slavery I'm not defending slavery I'm not defending discrimination against gays I'm not defending any of this stuff but we are going to be judged and there's far more of a record of how we're gonna be judged because we've all been covered by electronic tattoos that aren't going to disappear well you call it Facebook or Twitter or Instagram or whatever else people are going to be able to look in detail at who we were at what we were and what we thought so let's teach a little bit of generation a little bit of ethical humility both to our own generation into

the next generation as this collision between ethics and technology takes place must be a little less self-righteous a little more generous and a little bit less judgmental towards the past and hope the

next generations are less judgmental towards us establishing civility in conversations is going to be really important understanding where the other person is coming from what they were taught is really important helping bridge towards what we discover is the right arc of history which I think we're on I think this is the best time to be alive despite all the stuff that's going out there but we need patience we need humility we need to reach out and we need to build bridges thank you very much

Ethics_ Yes_ Even When Nobody is Watching _ Dawne a few weeks ago I was walking the dog through the condo complex near my home and the parking spots were pretty empty and I looked down and saw a wallet in the middle of one I debated what to do should I move the wallet to a safe spot so that if the owner came back to get it they could find it I might have done that if it was a mitten or a scarf but this was a wallet it was 10:30 in the morning so the person probably wasn't coming back anytime soon and what if someone else saw the wallet and decided to take it I picked it up I could see there was a license inside and I didn't recognize the name or the face and the address was over an hour away from where I was so I did what I'd want someone to do if they found my wallet in a parking spot I called the local police and they sent two officers out to get it I don't know what happened but I'm hoping that the wallet got back to its owner safely and that she was pretty relieved it seems kind of simple but would everyone

have made that same choice do you use that question otherwise known as the golden rule to govern your actions what would I want someone to do if the situation was reversed now what about the situation where there's not a person on the other side my husband and I have two kids ones in college ones in high school they've been skiing since they were three and where we ski kids ski free until they're seven and then there's a children's ticket from seven to twelve and once you turn 13 you have to pay the full adult price I'm sure a lot of parents pretended that their kids are under 7 or under 13 it's not a big it's a big price difference but we didn't why well what kind of example would we have been setting for our kids who could plainly see on their lift ticket what age bracket we bought even when they were under 7 they got a ticket that said that maybe the ski resort wasn't watching closely but our kids were and this was a moment be honest don't steal it's our job as parents to teach our kids to do

the right thing now I'm not perfect I look back on plenty of situations and cringe maybe I didn't treat someone the right way or didn't handle a situation very well but on the whole I try to follow the rules and when there are no rules I try to do the right thing understanding that doing the right thing can be a matter of opinion so how many of you are wolf followers I'm a CPA by training good to see that and there are a lot of rules that govern my profession I graduated here from Fairfield and even just the fact that debits have to equal credits is a rule that we all embrace and maybe why we like being accountants we like the things balance we have a code of professional conduct for CPAs and in Connecticut to maintain my license I have to take an ethics course every three years and most

professions have some sort of codified professional ethics to govern them and they can come in handy but when I think of ethics I think beyond published guidelines I think about personal ethics what guides us on a day-to-day basis to do the right

thing treat people the right way because on a daily basis we're faced with situations like the ones I just described well there's no law there's no regulation that's gonna tell us what we have to do and all we have to rely on is our own sense of personal ethics our moral compass a few years ago after I made a light-hearted comment about being a rule follower someone said to me you don't get to be where you are by following the rules I was kind of taken aback at the time I was the fairly newly promoted CEO of a private company after having been a CFO for about nine years and in my opinion the fact that I was a rule follower by Nature is exactly why I was promoted to CEO our investors trusted me to lead the company through a pretty difficult transitional time but this person who had only just met me had a preconceived notion of my ethics based solely on the fact that I was a member of the c-suite Wow I get it sort of how many headlines do

we see about executives having to step down from their posts for bad behavior about Rockstar CEOs that we later find out were treating employees badly having improper relationships spending personally on lavishly on personal items supported by boards who look the other way because the CEO got financial results or stories of outright corruption like Enron WorldCom fairness people who did bad things hoping no one was watching and they wouldn't get caught so where do personal ethics come from in my case they came first and foremost from my parents my dad was an engineer my mom was a home acti Chur and they were what you would call really good people i had a privileged upbringing in my family there was a lot of love there was a lot of forgiveness we went to church on Sundays another place that helped for my moral compass and we were taught to be humble and grateful and kind my dad traveled a lot for business which left most of the day-to-day raising of five kids to my mom later in life when my mom was

suffering from Alzheimer's my dad took care of her at home as long as he safely could and then he visited her everyday once he had to make the decision to put her into a care facility his personal ethics told him that this was the least he could do for this woman who he loved and who had provided so much care for him and to our family over the years these are the people who raised me but I think personal ethics come from a variety of sources during our formative years parents grandparents other family members close friends teachers coaches religious organizations scouting organizations schools really almost everyone we come in tact with during those years has some sort of influence on our personal ethics either as a role model of something to follow or maybe just as importantly something not to be so how does this play out in the business world when asked what some of the hallmarks are in my career I said I hope that people would say that I act with integrity and to me that means being open and honest

dealing fairly with people being authentic and accountable for the good and the bad and encouraging others to do the same after working for an internet for a public accounting firm I joined one of my clients as their controller I really enjoy the entrepreneurial environment of that client and I respected the CFO I'd be working for and I feel like I really grew up professionally at that company and Al the CFO had a big influence as my personal and professional ethics continued to develop Al was smart he was trustworthy and he was able to navigate some pretty volatile personalities in a professional manner people respect it out and listened when he had something to say Al was and is a good person whether or not anyone was watching I was watching and I was learning and I wanted to be like Al I've also had some other great mentors over the years some with whom I've worked and others that I just have known for years people who will have coffee or lunch with me and just talk things through and these people who

are both successful and ethical are great sounding boards and give me something to strive for on a daily basis so what do you do when you're faced with a tough decision or a tough situation I found out the hard way that everyone's motivations aren't necessarily ethical either in business or in life and I've had to deal with some not-so-nice people and keep it professional so when I faced with a tough situation I think to myself is the way I'm handling this or the decision I'm making something I could defend first it was to my parents and now to my husband or my kids and if there's a person on the other side I go back to that old standard how would I want to be treated if the roles were reversed I don't make the right decisions all the time and I know I don't please everybody all the time but I do my best and I try to do no harm which I'm told is the baseline of ethics and better yet I try to do good so we're the headlines about the people who do the right thing day in and day out or

treat people the right way well who wants to read the headline about the CFO who chose the right accounting policies or didn't manipulate the quarterly earnings yay but I think those people are a little bit more than Noren than what we read about in the headlines now being an ethical executive doesn't mean you're always making the popular decisions and doesn't mean you're a pushover in negotiations you have a responsibility to your organization and you have to deal with financial realities sometimes that means taking a hard line in negotiations it might mean cutting expenses or even staff where the ethics comes in is how you implement those decisions what a difference it can make if you treat the people on the other side with dignity I've always found that tough conversations can go better if the person on the other side has a window into my reasoning or at least knows I'm being straight with them it doesn't mean they always go well but hopefully better than they would otherwise and losing a job is

devastating no matter what the circumstances so what a company or person does to help soften the blow and help that employee move on goes a long way on the morality scale when I took over as

CEO we had just sold most of our ongoing operations to another company and our former president had joined that company to lead the division we both felt a huge responsibility to our team and worked together to find most people a spa at one of our corporations so what does it take to make a company's culture ethical there's no question that the tone is set at the top ethical people like to work at ethical companies and follow ethical leaders most of the people I've worked with over the years really like producing a good work product they like having good relationships with their customers and they like to be proud of the organization that they're part of and I've known people who will leave organizations whose methods of doing business or values don't align with

theirs I've done that I don't mean that a company I worked for ever broke the law or violating any regulations but maybe I would have handled certain situations differently or declined to work on certain clients at the choice of in mine alone and as my husband says you can complain about the people you work for for a little bit but if you stay at some point you become them and so I chose to leave so what companies do you think of when you hear the words ethical company it's easy to think of those who donate a certain amount of their profits to charities those who support their communities financially and through volunteerism those that are leading the way in decreasing their carbon footprint but not all companies can afford to do these things in a material way so what are some of the other signs of ethical companies how do they treat their employees and their customers are they transparent in their communications and operations do they take ownership when they make mistakes what are they doing when no one's watching or there are no

rules to follow the tide seems to be changing and boards are no longer supporting bad behavior executives are having to step down for ethical reasons not just for poor financial results activist investors are holding public companies responsible making sure they have independent and diverse views on their board and also making sure that executive making the right decisions companies now have to report on their environmental social and governance policies the Business Roundtable which is a group of almost 200 US companies CEOs put out a paper a couple a couple of months ago with a new definition of a purpose of a corporation no longer is generating shareholder value the only priority higher on the list we're delivering value to their customers investing in their workforce dealing fairly and ethically with their suppliers supporting the communities in which they work and last came generating shareholder value now some of this is a little bit circular because in order to

do well financially you have to deliver value to your customers and invest in your workforce and in order to support the communities in which you work you have to have the resources to do that but the point is made all of these should be priorities I hope it's not just PR and I hope boards and governance and compensation policies support all of these priorities because in reality how we compensate people is going to drive behavior today's theme is innovation and inspiration with the evolution of technology companies of all sizes are waiting into uncharted waters there are a few

rules and those that exist have to be continually updated to keep pace with advancing technology companies have access to an enormous amount of information about us the stories coming out recently about how some of those companies have used and profited off of our personal information are unsettling what code of ethics were those executives following AI and robotics implementations compose even more

challenging ethical considerations as the process is concurrently done by humans are automated so in my opinion it's more important than ever that companies our staff from the top down of people with strong personal ethics people who can put in place policies to govern how the company will implement technology and protect personal information and help their employees deal with the changes that automation will bring people who will act ethically and mentor others to do the same who can put in place controls and rules where none currently exist people who will do the right thing even when no one is watching thank you

you

Every Setback Strengthens Our Resilience Muscle _ it was a seemingly ordinary night in Bangalore I was driving back home in this big sturdy Ambassador car for a lot of you young people here you may not know what that is but it's this good solid Indian car made of steel and metal plates and uh in those days it had no power steering so if you took an unexpected left or right turn you pretty much landed up either dislocating your shoulder or breaking it so there I was toiling along and out of the blue comes this huge State transport bus rambling into me high speed hit me ahead on I didn't stand a chance my body went flying into the windshield um there were no seat belts in those days and I was all smashed up right side of my face and body bleeding all over glass pieces had pierced my eyes that was the car and um I had um my cheeks had been torn apart because of the Metal Frames uh dislocated shoulder hand cut wide open that night I remember waiting to be

taken into surgery the pain intense now and I held my father's hand and I said why me daddy why me and my father said very gently why not you d darling what's so special about you that was my first lesson in resilience I learned that life can be unpredictable and that is what my father was telling me he was telling me I accept it accept it and embrace it because in an instant life can change it is how we react to it that matters a month and a half after this accident I was planning to head to the United States to do my masters in television production instead I spent the next 2 years in an hour of Hospital 2 years six surgeries and in between every surgery I would inter with this very well-renowned Indian television director and I learned a Monumental truth I learned that I hated production I wanted to be on the management side I wanted to be orchestrating the events I didn't want to be executing them the accident it was not a setback it was a lifeold ing

opportunity that allowed me to change my future career path it was this reason why I always say that resilience is not just about bouncing back resilience is think about it like a boat you're heading out into the ocean you get hit by a storm you navigate through it you survive and you Charter a new course that is resilience every time you see a door shut in our face look look around for a window open because there will always be one resilience is something that we can learn resilience is something that we can build it's a muscle I call it my resilience muscle and the more you practice it and the more you build it the harder the more firm that muscle gets that's my young girl she was 5 and a half year old at this time jumping on the trampoline in our community garden just the night before this trigger warning if all of you don't like blood shut your eyes this is what had happened the family dog didn't take kindly to being hugged together the bite was massive it required enormous amount

of stitches I couldn't get her stitched up because you have to wait for 24 hours for a dog bite or I couldn't send her to school because uh she couldn't go with that open wound so what did she do she spent the next 24 hours jumping on her trampoline this is what I call resilience not only had she gotten over the trauma of being bitten by her four-legged brother but she turned the entire trauma into a life opportunity of bunking school and bunking classes and jumping on a trampoline C learned to ski when she was 3 and a half years old she tricked with us when she was four and I was really afraid I said oh my God I'm going to have to carry this 15 kilo bundle up the mountain side my husband AK was very confident he said don't you worry she's going to be reaching the next campsite long before you do and he was right not only has she reached the next campsite she had co-opted a much older friend to change their clothes and then pulled them in and jumped into this icy stream of cold

water that was running past the campsite resilience can be learned and the younger we learn the resilience the better we will be able to navigate through life's inevitable turbulences because life is unpredictable I was diagnosed with cancer 10 years ago I was swimming 36 length of an Olympic sized swimming pool at that time I was super fit but I had cancer 2 years and three major surgeries later I woke up one morning wanting to Trek to Everest space camp mind you I was 48 years old I had never trekked in my life before I had lost 8 kilos due to the all the surgeries and all the protocols but I wanted to trek to ever space camp why because some years before that as head of programming for National Geographic Channel I had devised this amazing reality show called Mission Everest and my entire production team team got to Trek to the base of the mighty mountain and I was sitting behind a desk managing strategy and content most unhappy I promised myself that day that I was

going to go to ever space camp my husband of course thought I was nuts but I told him I said I have to snap out of this self-pity Rabbit Hole I've dug myself into I want to go to Every space camp and he

was like you can't walk from the hall to the kitchen without huffing and puffing what are you talking about go back to sleep and then he realized I was dead serious and he agreed to train me so the next day we walked 50 m I walked 50 m and I crumbled down on the side of the road and I started to cry I can't do this I was exhausted I can't do this I can't do you should have told me I can't do this and AE put his hands on his hips and looked down at me like that and he said shut up get up walk and so I walked 100 m the next next day 300 M the day after that at the end of 15 days I had walked 5 km a taught me a neat little trick 40 steps darling he would say the moment you feel that you cannot move any further just take 40 steps stop breathe look back to see how far you've come and

then take 40 more steps can I do it I asked my father-in-law India's most decorated Mountaineer and Soldier Will I ever reached base camp and the Dy old Soldier gave me these Pearls of Wisdom that I will never forget he said bet there will come a point in time when your body will not allow you to move further it is then that you will move on with your mind eventually it is this that will get you there I struggled that day to reach base camp it was a 12-hour day for me my group had left me alone walking on the ridge most of them had reached some of them were on their way back and I was still walking in this on this mountain ridge icy cold winds picked up and I remember shouting into the wind come on I can do it and I did I did the cancer was a never a setback for me the cancer was a world that opened up for me I discovered the mountains I quit my 22-year-old corporate career and I took to the mountains I have led amazing TRS across Mountain Trails through high passes I have red great five Rapids I

have jumped into the icy waters of frozen lakes without the cancer none of this would have happened it opened up a whole new Vista for me that I had never imagined Vista is like this and this and this this is my favorite I got an opportunity to lead a trek to seatan glacia the only female to have ever led a commercial Expedition there when we reached base camp Sian base the base commander looked at me very skeptically he said no one over the age of 45 has ever stepped on my Glacier Madam I think he was looking at my gray hair I was almost 50 by then 1 hour before the Trek was to start we were still all just roping ourselves up my entire trekking staff was grounded last minute Health checkups showed arhythmia and high blood pressure and the Indian army would not let them move further and rightfully so and so there was no Camp staff no Camp assistants no kitchen staff no cook and as a result all the rations we had bought were all offloaded there was some confabulation with the Ops at the base should we even

continue with the Tre and then I took the dec decision I said hey if our Indian soldiers can live on the glacia for 90 days we surely can live there for seven and what an experience it was the Indian soldiers they roped us up and led the way across the rocky morines over the icy glaciers and crossing over deep deep crevasses we sat in their kitchen tents huddled over these car seen stoves for warmth and we um had the most amazing interactions we chatted with them we spoke to them

about their lives and their families and their children if my traveling staff had been with me we would have been in our little own tents once the sun set and we would have never got the opportunity for this amazing experience and in one of the army tents that the Army had provided for us I saw this amazing poster a little poem written by an Indian soldier such a poignant and such a powerful representation of resilience the Sean Glacier track taught me one thing it taught me that I can do

anything if I put my mind to it impossible really is nothing a lot of people have asked me D what's the most difficult thing you've ever done you know the tricks uh the cancer um the accident the uh the numerous surgeries my most difficult challenge has been to tell a daughter and a mother that the life of their life the light of their life was gone 3 years ago my husband aka a remarkably fit man he rode 20 40 km every morning on his bicycle died of massive cardiac arrest rest for after his Routine Morning ride we were shattered he was gone in an instant leaving behind a shattered 9-year-old grieving parents and I and I remember standing there in the hospital wrapping my head around this loss the only thought that I had in my head was what am I going to tell CRA what am I going to tell his parents how am I going to tell them it was the

most difficult thing I have ever done and I think all the resilience that I had garnered over all these experiences could never have prepared me for this day life without him seemed insurmountable this was the father who taught his three and a half year-old daughter and his 50-year-old wife to ski the man who told me to shut up and stop whining when I needed it the most the guy who taught me the victory in small celebrations 40 steps 2 and a half months later SRA lost her grandfather Colonel Narindra Bul Kumar the man who put the India flag on the Sateen Glacier just died of a broken heart I took Cyra for his funeral the Kumar regimen gave the soldier the grandest send off and I watched her while she witnessed these events myriad of expressions and emotions across her face proud poised stoic and it occurred to me while I was watching her that oh my God AA and I we had been instilling resilience in this child for all these years so that she could face up to this

day with pride resilience is something that we can learn always remember that resilience can be practiced these high mountain passes for a young audience like you they are the perfect metaphor of life there are crests and troughs there are uphill battles and steep declines there are roads of lonely walks a tree that blocks your path a bridge that never was in all of this do not wait for Life altering moments to practice your resilience stand up to that colleague who's always taking all the credit tell your parents you don't want to do your cap and disagree with your boss tell him I don't agree with this performance appraisal and give him specific reasons why resilience can be learned you need to practice it reach out for that support family friends Partners anybody who will not give up on you and more importantly not allow you to give up on yourself self unpredictability is what life is

all about resilience will allow us and give us that inner strength to embrace

it resilience is not about us physical prowess it's your it's our inner resolve our ability to say this two shall pass and recognize when a new road has opened up the most significant barrier is never the physical climb it is the safety of our mental couch these metaphorical mountains that you see every one of them every step that you take away from your comfort zone is going to be a step towards your true inner self the mountains we climb they are not obstacles they are Stepping Stones to our real greatness you

Everything is Connected -- Here's How _ _ Tom Chi _ Translator: Queenie Lee Reviewer: Rhonda Jacobs Hello. Hello. My name is Tom Chi, and ever since I was a young child, I was determined to understand how the entire universe worked, and that fascination led me to my first job, at age 15 - I did astrophysical research with the Harvard-Smithsonian Observatory in active galactic nuclei. Now, years after being a scientist and astrophysicist, I slowly kind of matured out of that and entered the world of people. It actually turns out that the world of people is way harder to understand than the entire universe. But I stayed with it, and in the process of being a technologist, an inventor, and an entrepreneur,

I've learned a lot about people. What I'm going to talk to you today is a little bit of what I've learned. Because as I learn about people, I get very interested in the gaps that still remain for us as human beings and us as a civilization, relative to the challenges that are in front of us. And one of those gaps that I've seen is around this concept, and the concept is a really simple one. It's the concept that everything is connected. You've probably heard this many, many times, in fact. It's an element of almost every spiritual tradition of humankind throughout all of history. But whenever I hear people talk and mention this phrase that "we are all connected," they do so in a way where it's something they wish that they could believe was true, that it's something that's abstract;

that it's esoteric; that it's a thing that is unprovable, but they just really wish the universe was like that. And today I'm here to describe that everything really is connected, and not in some abstract, esoteric way but in a very concrete, direct, understandable way. And I am going to do that with three different stories: a story of the heart, a story of the breath, and a story of the mind. So let's begin. So all of you in this audience today, your hearts are beating right at this moment. And the reason that your hearts beat is because you need to move this molecule through your blood called hemoglobin. And hemoglobin carries this smaller molecule that's called heme B, which is what we see over here. Now, at the heart of heme B is a single atom of iron,

so in a way, at the heart of our heart is this little iron atom. And this is actually really a central part of the hemoglobin molecule because this is the thing that allows us to bind oxygen and move that

through our circulatory system. But one thing that you may not know is that the only way that iron is created in the universe, is through supernovas and through supermassive stars. So the universe started with basically no iron at all. Hydrogen. Helium - And only through the process of these stars forming, exploding, forming and exploding, was iron able to be created that now courses through each one of our veins. But the story doesn't really end there. Because - why do stars keep forming? Actually, after a supernova happens, it may be a long time before those gases come back together to form a star.

So in order to understand how this works, we need to understand why stars would form. Even though there's a couple different ways that stars form, one of the most robust is this process: galactic collisions. And these are images from the Hubble Space Telescope, and they show through a series of panels - which are actually different galaxies because this process takes, like, a half billion to a billion years - different galaxies what the process of a galactic collision would look like. So across the top, you get the galaxies slowly coming together, and in the bottom three frames, you see them smashing into each other, and their interstellar gases mixing, and in the process of doing that, they set on fire with new star formation across the entire galaxy, and whatever remains after the collision. Now, even here is not the end of the story. Because why in the world

would galaxies collide? This doesn't seem like a thing that should just happen for no reason. So, to understand this, we're going to need to scoot back way, way more. And here we're at the level of seeing about 100,000 galaxies. So last slide, two galaxies. This slide, 100,000 galaxies. Every one of these dots here is a galaxy that is in our supercluster. And we're that red dot over here, where it says, "You are here." And these glowing lines are not galaxies. These glowing lines are the trajectories that these galaxies are going to take through gravity over the coming billions of years in this beautiful gravitational dance of all these galaxies swirling together in a gravitational structure that we call Laniakea, which in Hawaiian means the immeasurable heaven. And it's this process, the gravitational dance

of 100,000 galaxies swirling together, which drive the process of galaxies colliding, which drive massive star formation, which drive the process of creating the iron that courses through each one of our veins with every heartbeat. And in this way, every one of our heartbeats is connected. Now we're going to move to a second story. And this story is about breath. Taking a deep breath is one of the most simple ways to connect with our own bodies - a deeply grounded, calming breath. But taking a deep breath was not something that was possible on this earth three billion years ago. On this slide, we have the composition of the atmosphere of the earth during that time period. We had about the same amount of nitrogen, but we had almost no oxygen at all. So you would be taking a breath in vain three billion years ago. And we actually had

a huge amount of carbon dioxide. And the net effect was an almost inhabitable planet. The only organisms that could exist that time were single-celled organisms inside of stromatolites and other closed spaces. Now, luckily for us, one of those organisms that was alive at this time was something called a cyanobacteria. That's a picture of it in the background. And this organism has the special trick that we call "photosynthesis," the ability to go take energy from the sun and transform carbon dioxide into oxygen. And over the course of billions of years, so starting from two and a half billion years ago, little by little these bacteria spread across the planet and converted all that carbon dioxide in the air into the oxygen that we now have. And it was a very slow process. First, they had to saturate the seas,

then they had to saturate the oxygen that the earth would absorb, and only then, finally, could oxygen begin to build up in the atmosphere. So you see, just after about 900 million years ago, oxygen starts to build up in the atmosphere. And about 600 million years ago, something really amazing happens. The ozone layer forms from the oxygen that has been released in the atmosphere. And it sounds like a small deal, like we talked about the ozone a couple decades ago, but it actually turns out that before the ozone layer existed, earth was not really able to sustain complex, multicellular life. We had single-celled organisms, we had a couple of simple, multicellular organisms, but we didn't really have anything like you or me. And shortly after the ozone layer came into place,

the earth was able to sustain complex multicellular life. There was a Cambrian explosion of life in the seas. And the first plants got onto land. In fact, there was actually no life on land ahead of that. Another way to see this is, this is kind of a chart of pretty much most of the animals that you guys are familiar with. And right at the bottom in time is the formation of the ozone layer. Like nothing that you are familiar with today could exist without the contributions of these tiny organisms over those billions of years. And where are they now? Well actually, they never really left us. The direct descendants of the cyanobacteria were eventually captured by plants. And they're now called chloroplasts. So this is a zoom-in of a plant leaf - and we probably ate some of these guys today -

where tons of little chloroplasts are still trapped - contributing photosynthesis and making energy for the plants that continue to be the other half of our lungs on earth. And in this way, our breaths are very deeply united. Every out-breath is mirrored by the in-breath of a plant, and their out-breath is mirrored by our in-breath. I'm going to take a little aside here for a moment with this story. Because imagine for a moment - and this is a thought experiment - imagine you were one of these little organisms two billions year ago. You might be born. You live a couple weeks. You die. And you kind of feel like, well, nothing really changed. I mean, I had no purpose in this life. Like, the world I came to is exactly the same as the world that I left.

But what you wouldn't have understood is that every breath that you took contributed to the possibility of countless lives after you - lives that you would never see, lives that we are all a part of today. And it's worth thinking that maybe the meaning of our lives are actually not even within the scope of our understanding. Because it's true of every one of these organisms, and it may also be true of us. Last story of connection is the story of the mind. This is not "our minds are all connected in some psychic way or some scientifically unexplainable way," I'm going to explain the connection of the mind through the simple story of this instrument. This is a piano. And I have actually a good relationship with pianos. Thanks, mom. She gave me piano lessons very early.

I think you have to if you're Asian. But -

a beautiful thing about this instrument is it is so nuanced and so textured and so complex, and so much beauty can be created from it that people can make an entire career, they can make an entire lifetime out of playing this instrument. Professional musicians, concert pianists get to know this instrument deeply, intimately. And through it, they're able to create with sound in a way that just dazzles us, and challenges us, and deepens us. But if you were to look into the mind of a concert pianist, and you used all the modern ways of imaging it, an interesting thing that you would see is how much of their brain is actually dedicated to this instrument. The ability to coordinate ten fingers. The ability to work the pedal.

The feeling of the sound. The understanding of music theory. All these things are represented as different patterns and structures in the brain. And now that you have that thought in your mind, recognize that this beautiful pattern and structure of thought in the brain was not possible even just a couple hundred years ago. Because the piano was not invented until the year 1700. This beautiful pattern of thought in the brain didn't exist 5,000 years ago. And in this way, the skill of the piano, the relationship to the piano, the beauty that comes from it was not a thinkable thought until very, very recently in human history. And the invention of the piano itself was not an independent thought. It required a depth of mechanical engineering. It required the history of stringed instruments. It required so many patterns

and structures of thought that led to the possibility of its invention and then the possibility of the mastery of its play. And it leads me to a concept I'd like to share with you guys, which I call "The Palette of Being." Because all of us are born into this life having available to us the experiences of humanity that has come so far. We typically are only able to paint with the patterns of thoughts and the ways of being that existed before. So if the piano and the way of playing it is a way of being, this is a way of being that didn't exist for people 5,000 years ago. It was a color in the Palette of Being that you couldn't paint with. Nowadays if you are born, you can actually learn the skill; you can learn to be a computer scientist, another color that was not available just a couple hundred years ago.

And our lives are really beautiful

for the following reason. We're born into this life. We have the ability to go make this unique painting with the colors of being that are around us at the point of our birth. But in the process of life, we also have the unique opportunity to create a new color. And that might come from the invention of a new thing. A self-driving car. A piano. A computer. It might come from the way that you express yourself as a human being. It might come from a piece of artwork that you create. Each one of these ways of being, these things that we put out into the world through the creative process of mixing together all the other things that existed at the point that we were born,

allow us to expand the Palette of Being for all of society after us. And this leads me to a very simple way to go frame everything that we've talked about today. Because I think a lot of us understand that we exist in this kind of the marvelous universe, but we think about this universe as we're this tiny, unimportant thing, there's this massive physical universe, and inside of it, there's the biosphere, and inside of that, that's society, and inside of us, we're just one person out of seven billion people, and how can we matter? And we think about this as like a container relationship, where all the goodness comes from the outside to the inside, and there's nothing really special about us. But the Palette of Being says the opposite. It says that the way that we are in our lives, the way that we affect

our friends and our family, begin to change the way that they are able to paint in the future, begins to change the way that communities then affect society, the way that society could then affect its relationship to the biosphere, and the way that the biosphere could then affect the physical planet and the universe itself. And if it's a possible thing for cyanobacteria to completely transform the physical environment of our planet, it is absolutely a possible thing for us to do the same thing. And it leads to a really important question for the way that we're going to do that, the manner in which we're going to do that. Because we've been given this amazing gift of consciousness. And because of this gift, we have the ability to deeply understand our connectedness, in the way we haven't seen other animals

having the opportunity to do so. And because we can deeply understand our connectedness, we're the ones that have the decision on how we're going to go use that knowledge, how we're going to go use it to build our societies and to shape our lives. I think the reason that all the spiritual traditions have got this concept of "we are all connected inside of it" is because the societies that actually deeply adopt this idea are the ones that over time deepen their level of consideration, deepen their level of expression, deepen their level of understanding for each other. This is the reason that this idea pops up over and over at the core of spiritual traditions. And I hope through this talk you see that the reason that it appears at the core of science is it's actually something that is just literally true

of the physical universe

at every single level of organization and every single manifestation of matter, energy, and life. So I'd like us all to come together with this knowledge and understand this truth about how the universe is, that because our hearts, our breath, and our mind are connected in this way, we need to challenge ourselves to understand what it means to live from this truth. Thank you.

Failing at Normal_ An ADHD Success Story _ Jessica Translator: Leonardo Silva Reviewer: Mile ivkovi Hello, brains! I say that to you because, if you think about it, it wasn't really you that decided to come here today. It was your brain. And whether you decided to walk, or drive, take a taxi, or ride a bike, that decision was made by your brain. Behavior, all behavior, is affected by the brain. This is a story about my brain. So, I was a smart kid. By 18 months, I was speaking in full sentences. By third grade, I was scoring post-high school on standardized tests. I had, as all my teachers agreed, so much potential. I was also struggling. I didn't have many, any, friends outside of books. I was easily overwhelmed.

I spaced out in class. I lost things constantly. And trying to get my brain to focus on anything I wasn't excited about was like trying to nail jello to the wall. But I was smart, so nobody was worried. It wasn't until middle school, when I was responsible for getting myself to classes on time and remembering to bring my own homework, that being smart wasn't enough anymore, and my grades started to suffer. My mom took me to the doctor and, after a comprehensive evaluation, I was diagnosed with attention deficit hyperactivity disorder, ADHD. If you're not familiar with ADHD, it has three primary characteristics: inattention, impulsivity, and hyperactivity. Some people with ADHD have more of the inattentive presentation. Those are the daydreamers, the space cadets. Some have more of the

hyperactive-impulsive presentation. Those are the kids that usually get diagnosed early.

But the most common presentation is a combination of both.

My doctor and my parents decided that, given my shiny, new diagnosis, maybe stimulant medication would succeed where spankings and lectures had failed. So I tried it, and it worked. The first time I took my medication, it was like putting on glasses and realizing I could see without squinting. I could focus. And without changing anything, my GPA went up a full point. Honestly, it was kind of miraculous. By 14, I had friends that liked me. By 15, I had published my first poem. I got a boyfriend. By 17, I knew I wanted to be a journalist. My local college had a program that would guarantee admission to USC. They had a really great

journalism program. So, I signed up at my local college and I started taking classes. I moved in with my boyfriend. Things were going great, until they weren't. I started having trouble making it to class on time. I aced a statistics course, but I forgot to sign up in time, so I never got the credit. I took classes so I could help my boyfriend with his career, but I completely lost sight of mine. I never made it to USC. By 21, I dropped out of college and moved back home. Over the next ten years, I started and quit, or was fired from, 15 jobs. I ruined my credit. I got married, and was divorced within a year. At this point, I was 32, and I had no idea what I was doing with my life, besides reading self-help books that didn't seem to be helping.

What happened to all that potential? Was I not trying? No! I worked harder than anyone I knew. I didn't even have time for friends. I was that busy. I had potential, though. So, my failure was clearly my fault. I just hadn't done what I need to do to reach it, and, honestly, I was tired of trying, putting more effort into life than everyone else and falling farther and farther behind. At this point, I could have given up on myself, I could have decided that everyone who'd thought I had potential was wrong. But I didn't, because I knew that it was my behavior that had gotten me here, and behavior is affected by the brain, and my brain has ADHD. Looking at my behavior, I knew: even with medication, even as an adult, my ADHD was still interfering with my life, and what I needed to know was how and why,

and, more importantly, what could I do about it. I started to do some research, and I found a lot of great information. I found a lot of bad information too, but that's another talk. But there's good information out there. Websites, podcasts, talks, by researchers and medical professionals; books that would have been way more helpful than the self-help books I'd been using that were clearly written for normal - well, there's no normal - neurotypical brains. A lot of what I found, though, was either super technical or seemed like it was written for parents and teachers trying to deal with ADHD kids. There wasn't a lot that seemed intended for us, the people who have ADHD. So, I started a YouTube channel. I had no idea how to start a YouTube channel, but I started a YouTube channel.

I almost called it "How Not To ADHD," because that was about all I knew at the time. But my boyfriend, Edward, talked me out of it. It turns out lots of people need help understanding ADHD, including, maybe especially, those who actually have it. I was no exception. I thought ADHD was kind of the same for everybody. I thought it was mostly about getting distracted. I thought having ADHD was maybe the reason that I was failing at life. And I thought I was what needed to change, in order to be successful. I couldn't be successful and still be me. Spoilers: I was wrong. So, let's go back for a second, let's go back to what brought us here today: the brain. Understanding the brain you're working with, it turns out, is kind of important, and that's true whether that brain is your employee's, your student's,

your kid's, your significant other's, or your own. ADHD affects between 5 and 8% of the global population, which means, statistically speaking, there's between 37 and 60 of us just in this room. You can't tell who we are just by looking, but it's fun to watch you try.

So, at some point, you're going to meet someone with ADHD, work with them, give birth to them, or fall in love with them. Chances are you already have. And, at some point, you're going to ask yourself, "What is going on in their brain?!" So, after two years of learning about ADHD and a lifetime of experience with it, after having the honor of connecting with researchers, and doctors, and ADHD experts, and tens of thousands of ADHD brains all over the world, what can I tell you to help you understand ADHD? By the way, many of them

helped with this talk. First of all, it's real. It's not bad parenting or lack of discipline. ADHD is a neurodevelopmental disorder. It's currently the most well-researched mental condition, and there are actually measurable differences in the brain. These differences are larger in children, but, for most people, they never go away. In other words, adults have ADHD too. While rates of ADHD diagnosis are increasing, it's not because of an increase in sugar or technology, or lack of spanking; it's not, any more than people drowning in swimming pools is because of Nicolas Cage. Correlation does not equal causation. Those are real numbers.

It's from both an increase in understanding that ADHD exists, that girls, adults, and gifted students can have it too,

and ironically a lack of understanding that being hyper, misbehaving, or struggling in school does not mean you have ADHD. ADHD is more serious than I realized. The primary characteristics - inattention, impulsivity, and hyperactivity - don't sound all that serious, and I didn't think that they were, but, in real life, they translate to people getting into more accidents, being more likely to get fired, get divorced, significantly more likely to struggle with addiction. I learned that ADHD is on a spectrum. Raise your hand if you've ever lost your keys, or spaced out in the middle of a lecture. If you're not raising your hand, I'm going to assume you spaced out in the middle of this one.

The thing is, while everyone experiences ADHD symptoms sometimes, an actual diagnosis is based on how many of those symptoms

significantly and chronically impair multiple aspects of your life. Just like you can get sad and not have depression, you can get distracted and not have ADHD. And just like you can have mild depression or severe depression, ADHD can range from mild to severe. I also learned ADHD is a terrible name for ADHD. It creates a lot of confusion. We don't have a deficit of attention! What we

have trouble with is regulating our attention. As ADHD coach Brett Thornhill puts it, it's like your brain keeps switching between 30 different channels and somebody else has the remote. Sometimes we have trouble focusing at all, and other times we get stuck on a channel and can't pull ourselves away, which in real life might seem we don't want to do homework because we'd rather play video games, and short, sometimes that's the case. But the truth is there are plenty of times we want to be able to focus,

we try, and we just can't. Current understanding is that this difficulty has to do with the way our brains produce and metabolize neurotransmitters, like dopamine and norepinephrine. I learned ADHD is highly treatable. Stimulant medication boosts these neurotransmitters, which is why it helps us focus. It's very effective for around 80% of people with ADHD. And I learned that medication isn't enough. ADHD affects much more than our focus. It impairs executive functions like planning, prioritizing, and our ability to sustain effort toward a goal. It affects our ability to regulate our emotions, our behavior, our sleep. It's not one program in our brain that works differently; it's the whole operating system. It can affect every aspect of our lives. And there are a ton of strategies out there that can help.

Cognitive behavioral therapy, coaching, even meditation or regular exercise can help make a huge difference understanding your brain. I knew I had trouble focusing, and I knew my medication helped with that. What I didn't know was that getting overwhelmed all the time had to do with poor working memory, and that making lists helps; or that the reason I ran late all the time wasn't because I didn't care, it's because ADHD'ers have a skewed sense of time, and that using a timer could teach me how long things actually take. Mostly, I expected to learn what I actually learned: that ADHD is real; addressing it is important; and medication is not enough. What I didn't expect to learn: that I wasn't alone; I had an ADHD tribe; what a difference it would make to connect with it. There are people with ADHD

in every country, every culture across the globe. Yes, even in France.

And this tribe is awesome. Comparing myself to people with neurotypical brains, I felt really bad about myself. Why couldn't I keep my house clean or finish a project in time, instead of waiting till the very last second? But seeing the positives in fellow ADHD brains helped me recognize and appreciate my own strengths, ones I couldn't see when I was just staring at my weaknesses, which is what I'd been doing for decades. But ADHD brains have a lot to offer the world. We tend to be generous, funny, creative. ADHD'ers are 300% more likely to start their own business. We not only think outside the box; we're often not even aware that there is a box.

We may struggle when our brains aren't engaged, but ADHD brains are great at tackling tasks that

are urgent, working with ideas that are new, wrestling with problems that are challenging, and dedicating themselves to projects that are of personal interest. This YouTube career I'd stumbled into was all of those things. At 32, I was divorced, miserable, and had no idea what I was doing with my life. At 33, I'd started my own business, and was connecting with ADHD experts. By now, at 34, I have a team of volunteers helping with the channel. I'm engaged to this amazing man who helps me produce the channel, works right alongside with me, is doing the slides right now - and, as we discovered, also has ADHD.

I'm working on reaching out to schools

so that kids don't have to wait until they're 32 to learn about their brains.

And I'm doing my very first TEDx talk

here with you today. But wait! There's more! Wait.

That did sound like the end of the speech. I'm sorry, it's not.

I'm happier and more successful than I've ever been in my life. So, what happened? How did I reach my potential? Three things: one, I learned about my brain, my ADHD brain, both on my own and by connecting with others who have it. If you judge a fish by its ability to climb a tree, it will live its whole life believing it is stupid, unless it happens to chat with another fish and realizes fish aren't great at climbing trees, and that's okay,

there's plenty of ocean. Two, in learning about my brain, I found and stumbled into a job that engages it. If you spend all your time trying to get a fish to be able to climb a tree, you'll never see how far it can swim. It turns out I can be me and still be successful. I just had to find my ocean. Three, I learned strategies for challenges I still face. I have no fish analogy for this one, I'm sorry.

I guess I learned how to swim. Once you know what your brain's challenges are, you can find solutions to them. Once you look past the stereotypes and assumptions about people with ADHD, and dig deeper, you learn what ADHD actually is. It's not people who won't stop fidgeting, or getting distracted. It is brains that are chronically underaroused,

trying to get the basic level of stimulation all brains need. It's not about procrastinating or not caring. It's having executive function deficits that make it hard to get started. And it's not people being lazy or not trying enough. It's kids and adults struggling to succeed with a brain that doesn't always want to cooperate in a society that wasn't built for them. Society is our user's manual. We learn how our

brains and bodies work by watching those around us. And, when yours works differently, it can feel like you're broken. So, what I'm trying to do is reach out to these people wherever they are in the world, and tell them, "You are not weird. You are not stupid. You do not need to try harder. You are not a failed version of normal. You are different, you are beautiful, and you are not alone." If you don't ADHD yourself, chances are

you know somebody who does. They're your employee, your boss, your friend, they're in this room. I hope this talk helps you understand them better. If you do have ADHD, welcome to the tribe.

Faith - And The Power It Brings You _ Eric Smith _ so to give you a little context today my name is Eric Smith I'm 26 years old and I'm from a small community about an hour north of here named Claymont Delaware and when I was invited to speak today I was extremely excited because quite frankly I couldn't believe it and then about 1 second after my excitement wore off I was extremely overwhelmed because quite frankly I couldn't believe it and it took me a little bit to figure out what I could possibly share with all of you today but then something came to mind and it's actually something that I'm using right now it's something that we could all use in our lives because without it we give up we stand still and we never have a chance to succeed but with it we overcome we March forward and success becomes closer than ever it's something Dr King had when he inspired millions of people to come together as equals my Angelo needed it to find her voice and then used it to spread her

voice around the world Nelson Mandela kept it for 27 years while he was in prison and then continued to keep it as he became president of South Africa but what is it what gives people the power to continue moving forward even after they stumble what gives people the power to never give up regardless of the situation Faith now I know I know Faith isn't a new idea but it's definitely an idea wor spreading see faith gets people back on their feet it gives them a reason to live Faith reminds us to move on it reminds us that we're resilient and that better days are on the way there's faith in family there's faith in God but the most important form of Faith the purest form of faith is Faith in ourselves now most of us here can agree that having faith in ourselves is critically important yet there are so many of us that spend more time being Our Own Worst Enemy instead of having faith in ourselves and being our own

best friend but why is that is it because we're told that we're not smart enough or talented enough is it because we're taught to believe in the system more than we're taught to believe in ourselves regardless of the reason we have to move on we have to change because Faith gives us power we can see it we can feel it and we can use it to become the people that we've always wanted to be now when I was younger faith in myself was all I knew I thought that I was the fastest I thought that I was the smartest and I knew that I was the most adorable and I mean the most adorable but

keeping faith was easy then because life was so simple as time went on and I got older and older I began to lose that faith and I'm not exactly sure why maybe it was a accumulation of everything but as I began to lose that faith I began to lose myself now some of you may know what it

feels like to lose faith in yourself but for those of you who are lucky enough to never falter in that way let me try to explain losing faith in yourself is like drowning above water you don't know how it's happening but it is and if you don't do anything about it you'll drown just like everyone else see that was a feeling that I was extremely afraid of I was already tired of feeling hopeless I was already tired of giving up I was tired of standing still and being in the same exact place that I was just a year before I knew that I needed to change and I knew that if I wanted to change that I needed to find my faith Faith again I remembered reading once that the easiest way to find your faith is to start doing things you believe in I thought to myself there's no way that it could be that easy but I sat down at the table I started writing out everything I believed in and at the top of the list was helping others so that's where I started I started to help my less

fortunate friends and with the help of my best friend we started a group named the charity company and I never looked back see I knew that if I wanted to change and if I wanted to regain my faith then I needed to commit to becoming the best person that I could be I needed to ignore the doubt I needed to remember that regardless of what anyone else said that I had the faith to believe in myself I had the faith to change I had the faith to become anyone that I wanted to be and although I had no real experience helping my neighbors and although I didn't have much money to to make it happen at first something amazing happened what happened was my faith started guiding me my faith reminded me that it's okay to make mistakes because that's how we learn my faith reminded me that I will never ever ever ever be perfect simply because there's no such thing as Perfection my faith reminded me that I love myself and I love my neighbors Because deep deep down I truly truly

do now if we fast forward about 12 months later the group that we started out of pure faith alone had given back over 17,000 books and school supplies and clothing and food and gifts to the people in our community that needed it most but you see that's how Faith Works when you have faith and you find Faith extraordinary things happen you start to see things for what they are that's not a rock in your path it's a stepping stone you start to dismiss everything that doesn't matter because you realize that you matter more faith gives you power you can use it to become anyone that you wanted to be so as I'm up here today and I'll admit I was extremely nervous to stand here in front of you all but something came over me once again and it was my faith the faith that everything was going to be okay that tomorrow will bring a new day that I can conquer and it's going to be okay tomorrow as well and if I could share anything with you today if you take anything from the message I'm trying to spread to you all

is that as soon as you leave here or even as you sit in your seats today find your faith whatever it is that moves you forward whatever it is you have full confidence in full faith in whatever it is that you truly believe in find it and capture it because I promise you once you find that Faith once you have whatever that will move you forward your life will change forever thank you

Faith Jegede_ What I've learned from my autistic b Transcriber: Joseph Geni Reviewer: Morton Bast Today I have just one request. Please don't tell me I'm normal. Now I'd like to introduce you to my brothers. Remi is 22, tall and very handsome. He's speechless, but he communicates joy in a way that some of the best orators cannot. Remi knows what love is. He shares it unconditionally and he shares it regardless. He's not greedy. He doesn't see skin color. He doesn't care about religious differences, and get this: He has never told a lie. When he sings songs from our childhood, attempting words that not even I could remember, he reminds me of one thing: how little we know about the mind, and how wonderful the unknown must be. Samuel is 16. He's tall. He's very handsome. He has the most impeccable memory. He has a selective one, though. He doesn't remember if he stole my chocolate bar, but he remembers the year of release for every song on my iPod, conversations we had when he was four,

weeing on my arm on the first ever episode of Teletubbies, and Lady Gaga's birthday. Don't they sound incredible? But most people don't agree. And in fact, because their minds don't fit into society's version of normal, they're often bypassed and misunderstood. But what lifted my heart and strengthened my soul was that even though this was the case, although they were not seen as ordinary, this could only mean one thing: that they were extraordinary -- autistic and extraordinary. Now, for you who may be less familiar with the term "autism," it's a complex brain disorder that affects social communication, learning and sometimes physical skills. It manifests in each individual differently, hence why Remi is so different from Sam. And across the world, every 20 minutes, one new person is diagnosed with autism, and although it's one of the fastest-growing developmental disorders in the world, there is no known cause or cure. And I cannot remember the first moment I encountered autism, but I cannot recall a day without it. I was just three years old when my brother came along, and I was so excited that I had a new being in my life.

And after a few months went by, I realized that he was different. He screamed a lot. He didn't want to play like the other babies did, and in fact, he didn't seem very interested in me whatsoever. Remi lived and reigned in his own world, with his own rules, and he found pleasure in the smallest things, like lining up cars around the room and staring at the washing machine and eating anything that came in between. And as he grew older, he grew more different, and the differences became more obvious. Yet beyond the tantrums and the frustration and the never-ending hyperactivity was something really unique: a pure and innocent nature, a boy who saw the world without prejudice, a human who had never lied. Extraordinary. Now, I cannot deny that there have been some

challenging moments in my family, moments where I've wished that they were just like me. But I cast my mind back to the things that they've taught me about individuality and communication and love, and I realize that these are things that I wouldn't want to change with normality. Normality overlooks the beauty that differences give us,

and the fact that we are different doesn't mean that one of us is wrong. It just means that there's a different kind of right. And if I could communicate just one thing to Remi and to Sam and to you, it would be that you don't have to be normal. You can be extraordinary. Because autistic or not, the differences that we have -- We've got a gift! Everyone's got a gift inside of us, and in all honesty, the pursuit of normality is the ultimate sacrifice of potential. The chance for greatness, for progress and for change dies the moment we try to be like someone else. Please -- don't tell me I'm normal. Thank you.

Faith and Doubt _ Greg Tonkinson _ TEDxGrandCanyon

this is a 2005 Ford tourus this is what the same vehicle looks like after it has been hit by another vehicle traveling at a speed of 75 miles an hour when this happens the amount of energy that is transferred from the speeding vehicle to the vehicle that that's at a standstill will not only cause this kind of damage but will actually launched the car up into the air causing it to land in this case right on its top now I would love to be here giving you another breathtaking Ted Talk of how I was the one in that vehicle and somehow miraculously survived and while this is a story of my recovery it's not because I was in that car but rather when this car became a knotted configuration of plastic and metal I was at home with my three children it was a rather uninteresting Saturday evening best I can recall kids were in the living room playing dad was watching TV

when our evening was interrupted by three knocks on the door and the rest played out much like a movie good evening are you Greg tonkinson I am how can I help you sir my name is Officer Prather this is one of our child case workers this is one of our police chaplain may we come in sure what can I do for you officer sir is your wife Leanne tonkinson she is why sir you may want to sit down for this no disrespect officer but if you need to tell me something just go ahead and say it well sir at approximately 7:45 this evening your wife was killed in a car accident she was at a stoplight two miles from here and was hit from behind best we can tell her neck was broken upon impact and her passing was immediate and painless but sir we are so sorry for your loss and so on March 6 2010 myself along with 10-year-old Kaden six-year-old Bailey and four-year-old Malia began our journey of life without our wife and

mother it's been a journey of grief that has been burdened by an assortment of emotions including rage and anger Joy hopelessness frustration even moments of Serenity but what has made this Tre

so especially demanding for me is that I'm a man of faith not casual Faith but a faith that has defined me for over 30 years a man of the cloth if you will my current occupation my academic achievements the way I raise my children all have at their nucleus Faith so what do you do when your faith has been trauma zed by such a traumatic event what do you do when your identity has been rolled up into a worldview that promotes blessing and favor when you've enjoyed such titles as Pastor Reverend ordained minister teacher what do you do when you've told people time and time again to trust and follow and Obey what do you do when you earnestly begin doubting the very subject and that's with a capital s that you've been promoting your entire adult life one of the conclusions I've arrived

at is this when we talk about faith and doubt I believe that honest doubting can be a normal experience for a person of Faith this was my last text to Leanne somewhat amusing in a rather morose way to consider that when I asked her this question she was no longer alive I think that's what makes this issue of faith and doubt so complex much more complex than the well-intentioned but rather insubstantial comments the kids and I received in the days that followed the accident telling us that we were going to be okay or that she's an angel looking down on us I believe that this complexity is derived from these fascinating brains we have brains that will spend the days that follow such a dreadful event trying to piece everything together as if somehow we could prove in a courtroom setting that the event shouldn't have taken place and well if that's the case then history would have to be reversed and our suffering would cease and so we contemplate and wonder we fixate we become consumed with the

wha ifs as if somehow that would change something but we realize that our present days simply are marked by how many days we got out of bed and how many days we didn't I believe this is issue is also complex because the Human Experience of grief involves so much more than that initial event a Cascade of new questions immediately demand our response and so they sit at the base of these fascinating brains and they Hound us day and night what will the future hold for you now who are you in light of what just happened how will you ever make it on your own I believe we were designed for peace and now our lives are ending anything but that of course this leads to frustration and anger and I found myself with my highest grievances levied against none other than God Almighty a uni unilateral prayer I had with God five days after the accident as was recorded in my

journal dear God the pain that's beginning to set in right now is so intense I can't see your goodness I know you're near but I don't want that I want my wife back I wanted us to grow old and to die and to experience Heaven together so what happened to that plan why was that plan so wrong and why do you find it so appalling for me to want to watch my wife love on our kids for a few more years and now that you've taken her God when's it my turn and how awful would it be if you decided to take me home and leave our kids without a mother or a father you couldn't have changed your plan by one

minute one minute and that spotlight wouldn't have been red one minute so no I can't see your goodness all I can see is you allowing my wife to be killed all I can see is you allowing my kids to live without a mother so how wrong is that

God that's a dangerous place to be questioning and arguing with the God of all creation and I think I would have been swallowed up in that doubt had it not been for the many examples I found while reading ironically the Bible God's autobiography is filled with examples of his creation arguing with doubting lamenting questioning him and so I would read these passages over and over again I would even speak to audiences about them I felt like I had been initiated into this new fraternity of anguished Souls who felt free to lash out at their creator seemingly without penalty I was finding great solace being around those who truly understood what it felt like to question God and it was good for me to conclude that finite beings can in fact Express their displeasure to an infinite being somewhere along the journey I arrived at a question that I needed an answer to is this going to be a long-term

experience for me will my journey of Faith now forever be embedded with this overtone of Doubt are Faith and doubt inextricably linked is what I was experiencing normative was I simply just late to this understanding can you maintain a healthy relationship with an infinite being all the while expressing and experiencing your doubt some would say yes author Lesli Hazelton gave a fantastic fastic Ted Talk on faith and doubt claiming that faith and doubt yes will forever be linked Hazelton said that faith has no easy answers that it's difficult and stubborn that it involves this ongoing struggle she said that faith and doubt will forever be joined and that those who don't doubt really aren't experiencing faith I certainly agree that Faith by its nature is difficult and stubborn but I also think that Hazelton a self-proclaimed agnostic took a rather humanistic view of this topic if you will looking at it from the ground

up if one's premise begins with there may or may not be a God and that challenges naturally produce doubt then yes this line of thinking should be Advanced if if your morality what is good what is bad is derived from experience and your experience with trials and tragedy lead you to question the existence of or the control of a higher being then yes faith and doubt will forever be joined together I'd like to offer another opinion another Viewpoint to this topic Perhaps Perhaps the reason we doubt isn't because we're seeking answers or we're expressing a raw emotion but could it be that the reason we doubt ultimately is to change Minds my doubting God allowed me to think I had some control in this event my doubt in God allowed me to believe that I still had some skin in the game it fostered this notion that I could take my Affairs to the God of all creation and Not only would he listen to my concerns but that ultimately he would

acquiesce he would reverse history my doubting allowed me to go to God with my plan b or at the very

least question his plan somewhere along the line though the exhilaration of doubting him was replaced with a serious decision I had to make a conclusion I had to arrive at and that was either God is in control even of my trials and tragedies or that God isn't in control and will for ever put up with my doubting and speculating even change the course of history based on my suggestions but if that's the case then isn't it true that a higher power by definition ceases to be just that a higher power but rather is reduced to a glorified peer just with much cooler titles this peace that I had known because of my faith for over 30 years was being eroded and I wanted that peace back so I arrived at a significant Crossroads and that was either I'm going to spend my remaining days doubting God's plan or I'm going to spend my remaining days doing his

plan both options admittedly are imperfect they are confusing and messy currently I'm choosing the latter part of that plan seems to be using Leanne's death for good and I don't find any uniqueness in that I've talked to many people who have gone through a tragedy where some good has come of it I was greatly encouraged at her funeral to see how many people's Faith increased as a result of listening to the way she lived her life here on Earth several children have been named after her I take great pride in knowing that one day when those kids grow up and ask their moms and dads where did my name come from Leanne's going to be mentioned in that conversation an international nonprofit was started by Leanne's best friend Leanne was a pediatric nurse and now thousands and thousands of children's blankets are going all over the world helping little ones in need I got

remarried and I'm watching this beautiful messy relationship unfold between my children and their new stepmother I continue to doubt but I'd like to believe that my doubting is framed more the way that Jesus Christ framed his uncertainties that night before the cross he went to God with his concerns but in the end he asked for God's will to be done not his I often do not possess that kind of strength and so I believe wondering why this happened will always be a part of my faith journey I have landed on the side of this discussion that promotes asking God for wisdom as opposed to doubting him but let me readily admit that not only is honest doubting something that should be expected when someone goes through a tragedy in some paradoxical way I think that doubting can increase one's Faith as I experienced just that perhaps author Brennan Manning gets it just right when talking about his own faith he claims that he is simply a bundle of paradoxes

he believes and doubts he loves he hates he hopes and gets discouraged Manning claims that he often feels like an angel who also has an incredible capacity for heart tragedy is universal We're All in This Together perhaps we would be better served if we opened up more spaces free of judgment for people to come and share their aches and anguishes and agonies regard regard less of our religious dispositions I've learned that there is incredible power in understanding and empathizing with people who are in pain so may we rejoice and weep together and may we do it well thank you

Faith on the Road to Recovery _ Emmanuel Mavridaki my name is Manny I'm 15 years old born and raised in Montreal Quebec and currently go to lower Canada College this is truly a story of inspiration faith and a positive attitude as you can see I'm in a wheelchair it wasn't always like this I love sports I played basketball hockey soccer football and many more that's my basketball team I started playing basketball in grade four at LCC but I really started getting into it in 2013 with my four friends Luca Bulow Charles and John after the school year we were playing at Dawson at Trevor Williams basketball camp we would play from 9:00 to 4:00 after from 4:00 to 5:00 we'd eat and then 5 to 12 at night we play small pickup games with friends and yet private training from Dean Smith and our Crawford at the moment I was playing in a triple-a level everything was going so great until one day when Luke and I decided going my forest in my country house on our ATVs after we went through the forest we

decided to go to our neighbor's house to go swimming he crossed the road fine unfortunately I was struck by a speeding car this is the ATV I was on I instantly went into a coma I was 98% dead had massive brain trauma 8 broken ribs a punctured lung scratches all over my body a huge gash on my left ankle right here and t1 and t2 separation which is where the upper part your spinal cord right here collides which causes paralysis from the chest down everyone was in the worst state of mind you could ever think of because the first 72 hours doctors didn't even know if I was going to make it out alive everyone was in the worst state of mind except for one person and that person was my grandmother the reason why she was in the worst state of mind was because actually came outside scared out of her mind as she saw me on the floor in a puddle of blood unconscious she just walked up three kneeled down and just ed please God please the manual please open your eyes and for five seconds I

opened my eyes and from that time she knew I was going to be okay to other people who had a surprising reaction to my accident where my two best friends they're all Cline and Andrew Turner Laura heard and you just said he's gonna be fine it's gonna be nothing for him but what Andrew said was very funny as you said as his mother told him crying bawling out of her eyes he just looked there and said Manny's a bull he's gonna be fine don't worry about it so I found this very funny my grandmother had the faith in me and she said to everyone you have to have the faith of a mustard seed and with that faith you can move mountains so basically as I was recuperating everyone saw their little mustard seed moving mountains I was operated at Sherbrooke trauma center and then brought to st. juste in the intensive care unit three weeks later about three weeks to a month later I was brought to Mackinac Rehabilitation Center where I started an intense therapy where I was supposed to stay for two years but fortunately made

it out in eight months I was there to regain motor functioning skills such as being able to brush my teeth to eat food talk and just do everyday movements that seems so simple but were so difficult for

me at the time after this my parents always were trying to look for the best way I can get a good therapy and the best way I could recuperate and have a speedy recovery so they found a clinic in Toronto called in to walk antal walk has a machine called a local mat which is a local mat which is a machine where I'm suspended on a treadmill and it has me in the motion of walking so basically after I do this repetitively it helps connect my nerve endings in my spinal cord won't your home you start walking sooner unfortunately we didn't have one in Quebec so oh I'm all did was she joined a foundation called the melio foundation and with the help of her friends family and donators we ended getting a locum at in montreal six months later after this I started using a lot and we started seeing a lot of progress but I always wanted to do more

so I started doing acupuncture as well which also very much helped me with the blood flow through my system and I started swimming swimming is probably the best therapy I could ever get because in the water i could move however way i want at first when i started swimming i could only keep my upper part of my upper body above the water and my legs would sink but after doing it repetitively I'm now able to kick in the water so basically move my legs in the water which is a miracle later as my parents did more research they found a small clinic called neurofeedback in Montreal Quebec which is the next level of therapy so basically in the picture right here I'm doing a certain martial arts called psyche du which is a martial arts of movement and breathing which helps the blood flow in my system and helps me recuperate quicker I also started using this small device called the pons which is an electrical stimulation device that I place on my tongue which helps me

reconnect my nerve endings which will help me walk for sooner I've been doing this since June 2015 and right now I am able to stand up on my own and take a few steps I am now on a treadmill and I'm very happy with my progress this is me standing up for the second time and those are the scientists behind me that discover the pons so right now I continue to do all of these therapies and every day I'm healing I'm so lucky and fortunate and blessed to have the most amazing positive friends and family around me without them I don't know where I would be in my mental and physical state at the moment if you think you don't have a role in your friends lives and you don't have a big impact on them think again because without my friends I don't know where I would be right now thank you very much you

Fasting_ A Path To Mental And Physical Transcenden hi my name is Phil Sanderson and I'm GNA talk today about my philosophy on fasting so have you ever been stressed out about bad internet connectivity we all have uh you don't have to be embarrassed about having first world problems uh the bottom line is we live in a first world society we've got plenty of running water uh food and a lot of first world luxuries but what if we took away some of these first world luxuries I think it'd be helpful because the accumulation of our first world problems plus the daily stresses that we go through tend to clutter our minds and make it hard for us to advance as humans and reach our full potential and

how do we reach our full potential well maslo outlined these needs the five hierarchy of needs in the 1940s which need to be completed sequentially in order to achieve self-actualization or

our true potential so the first level of needs is physiological first we need food water air shelter so forth then we need Security Financial Security personal health security and so forth the next level is social we need to show love and feel a sense of belonging in our community and then we need a self a sense of self-esteem we need to be respected by others to reach the top of the pyramid so as you can see we need to satisfy these physiological needs first and also to survive but what if we took away one of these physiological needs in order to give ourselves a perspective on the whole pyramid to reach the top it's not realistic to take away water and air for that long of a period of time and sure we could sleep below the highway and go to work the next day taking shelter but that's too hard it's just not realistic but we can take away food and I think that fasting for an extended period of time can give us a perspective on what we need to self-actualize and be the best person that we can

be now fasting Is Not A New Concept it's been used for thousands of years among religions right think about the Jews and yam kapor they fast for atonement Muslims do the same thing in Ramadan also to show their Devotion to Allah and Buddhist fast as well well for a sense of heightened Enlightenment fasting has also been used for political protests think of Gandhi and more recently it's been used for medical purposes to help treat cancer and Alzheimer's and other types of illnesses so from religions to medical purposes fasting has been used to reach a heightened state of appreciation I do the same thing for fasting so every year I fast for seven days I don't eat any food I go through a master CL cleanse and the master cleanse has been around for 75 years it's a recipe which consists of water lemon juice cayenne pepper and maple syrup I drink as much of it as I can and I get about 600 calories a day and also as the name suggests it's got cleansing purposes but I eat a lot of food I work

out an hour and a half a day and as was mentioned I run ultramarathons so when I'm training for an ultra I'm burning about 3 to 4,000 calories a day so not eating for a week is really really hard but I do it for three main reasons one for the sense of accomplishment finishing an ultramarathon is like finishing a race I also hit the reset button on all my bad eating habits we all have them and puts it all in perspective and finally I reach a heightened state of mental and physical acuteness and aware and awareness now to be able to do this I set myself up for Success so I make sure I'm not traveling for the week you really can't travel with with liquids and it's too hard you have to have these around you at all times I also reduce my physical um exertion to about 20 minutes of cardio a day then I start on a Monday so that I finish on a Saturday and a Sunday because you're not 100% there in the last few days to be honest and um I'm a venture capitalist as was mentioned and

I don't want to be making bad business decisions with other people's money um also I try to avoid packing my schedule with business breakfast lunches and dinners it's hard to avoid but I try that um what's really important um I make sure I can phone a friend I do it with a friend so that we can rely on each other during the hard times and the tough periods and then finally I make as much of the solution as I can in advance so there's no excuse for not drinking so then I start my fast day one is clearly the hardest and many of us have fasted in the past you know what it feels like during breakfast lunch and dinner you have huge hunger pain pains and your body saying feed me I'm hungry and it hurts but by day two I'm hitting my stride I feel really good I've been drinking throughout the day and I have a a very strong sense of my body and what it needs and my metabolism this is intensely felt when I go to bed on the second night I lie down to go to sleep and I can literally feel my metabolism settling down into my body

and I'm at peace it's a best sleep I have all year on the third day in the morning when I wake up I'm not hungry at all I take a shower I get dressed I brush my teeth and all of a sudden I can feel a switch go off my body out of nowhere and it says I need fuel I need calories and then I start to drink I know exactly what my body needs and when speaking of bodily functions um I go to the bathroom all day you can't avoid it I'm drinking two to three gallons a day um but one time during the fast I'll go number two and that's when all the junk that sits in my intestines gets flushed out of my body and that's part of the cleanse on day four and five um I have some some rough Parts it gets really really hard um when I don't drink enough in advance I Bonk which is an athletic term for just getting laded and and low low sugar and at those points I just need to recover and start drinking um I get headaches and the back of my throat is killing me because of the acidity of the lemon juice that's why I swap in some

lime juice Which is less acidic but usually during those days I'll call a friend and say I'm done it's been 5 days I'm out I can't do it any anymore this hurts and my friend tells me what I already know and what I need to hear which is keep going you can do this you'll be happy that you did which is really helpful um also on day six I'm starting to to really feel the the um the hurt of seeing food and especially smelling food I can't avoid business lunches in my industry I'll go to a fancy restaurant some of eating chicken cord on blue and lobster salad and I'll be there with my my nan bottle of yellow and brown solution and just drinking away and people are laughing at me um but there'll always be people saying what day are you on and this is a pretty wide um widely spread use the master cleanse um then when I go into day seven I feel great I mean I mentioned feeling physically aware of my entire body but I have a mental acuteness that's unlike anything else

I'm aware of everything around me it's a it's a real state of Enlightenment I'm actually sad it's about to end um at that point I also lose a lot of weight um I've lost about 10 pounds at that point which I don't really have but you know the fast Burns muscle but first fat then muscle and then and then

tissue so you really I can't go beyond 10 days some people do this for 30 days seven days is right for me and um it's an incredible feeling of spirituality that I have um go I feel that going into the Eighth Day and on that day I have a breakfast typical for me um we have chickens so I have eggs from my chickens I live in Marin County so it's a it's a California thing uh we have turkey bacon and then I'll have some toast and I will appreciate every morsel that goes into my mouth it's an incredible it's the best meal I ever have and I know my body needs food and I need to feed my body and I know when I need to eat food and I had that feeling for the next two to three months I don't snack or graze like I normally do I'll walk by our snack

room or Starbucks and say I don't need food right now I don't need that snack of chocolate and um and it's super helpful to have that ATT tunes in my body so last year spoke about the beehag or big hairy audacious goal of running a 100 mile race on no training using entrepreneurial principles you can find that on my blog at sfvc tocom but that's a pretty unrealistic goal to be honest right I mean who can run a 100 mile race who really wants to I'm I admit I'm a little crazy to do it but I love doing that but fasting is something that we can all do and it can change our lives you know every year I fast for seven days it's incredibly hard but I reach a heightened state of physical phical mental and spiritual awareness and fasting is a regular part of my diet of personal growth and it can be for yours as well thank you

Feminism in Islam _ Aabiya Baqai _ TEDxUTA

hi so when we're talking about and when you hear the media talking about islam terrorism violence usually you they use the word fundamentalism or fundamentalist islam now the interesting thing about the definition of fundamentalism is that it's strict adherence to any set of basic ideas or principles so what the media is actually saying is that the basic idea of the religion of islam promotes terrorism violence is oppressive it's primitive and that is the idea that the media is trying to portray but i am trying to debunk that idea and tell you that fundamentalism is that fundamentalism is actually the opposite and the definitions that the media

is trying to portray are actually contemporary definitions based on cultures and individuals twisting what they've what they deem necessary for them for their own benefit so when we go back in time when islam was first introduced we what i call fundamentalist islam it was introduced at a time when um there was high ignorance it was literally called the days of jahalia in arabic which means ignorance it was because no respect was given to women and this what this is what brings me to feminism so last month was women's history month i'm sure as most of you know and feminism wasn't was an um belief that came up quite often in conversation and islam is rarely ever associated with that word so again in the 7th century this is about 600 ce that's exactly how

it was there was no respect for women whatsoever in fact when daughters were born they were buried alive because they were thought to bring shame to families um sons were the ones that were given honor etc so it was very hard times for women to survive in that society so islam was revealed and this was in makkah so which is now in part in saudi arabia and all of a sudden excuse me all of a sudden they completely changed the idea of what women are supposed to be so let's start with a few examples women like i said were buried alive they had no say in anything whatsoever maybe political may be employment education but all of a sudden islam allowed women

to vote to partake in political activities and be important parts of society and this was 600 ce right when did when did the us do that we did this in the 1920s right so we were about 13 centuries late now if i were to go to another example ownership of property in europe as some of you might know if you were to own property you had to transfer it to your husband once you got married and then a bill was passed in the 1870s to let women keep ownership of that property islam doesn't have anything of that sort you can keep as much investments or property that a woman might own and she has no responsibility to transfer it to her husband when she gets married and again that was in 600 ce and we did this in the 1870s so for this we were about 12 centuries late

let's go to income now income is also related to your property your investment because there were equal employment and education opportunities for women now women were earning money and now what islam says about women is that if you if a woman is to earn she does not have the duty to invest a single cent in her local household so she can do whatever she wants with it she can keep it first she can save it for something she could spend it on whatever she wills but her husband or her parents or her children do not have the right to tell her no since you're earning you should be the breadwinner of the family in fact the man is supposed to be responsible to do that now some people may argue okay so all of a sudden now we're giving men more a woman more rights in a sense what we're doing here was it was kind of like affirmative action previously women were oppressed and so

islam comes along and goes like you know what we're going to give some certain rights more certain rights to women and and you know value it out with men in some other uh situation so if you were to actually do a cost benefit analysis of the benefits and costs of being a woman or a man in islam you'd actually found that we were very equal and so this is literally what a jar would look like because of the lack of income invest like income expenditure in the house by the woman her jar would probably be much more filled with coins than you know the mans would um another point that i'd like to come to is motherhood this is my mom this is me as a baby i was a bald baby frilly dressed you know how it was so in motherhood once a woman gives birth to a child or adopts a kid automatically her status in islam is elevated to extreme degrees

one of the examples is that prophet muhammad he was the one who brought islam to the society and a man approached him and asked him who in society respect deserves my respect and kindness and so the prophet replied your mother and then he said who next and prophet replied your mother and then the man asked who next and the prophet again replied your mother and then the man asked one last time okay who next and then the prophet replied your father so this doesn't mean that you don't respect your father at all of course what it means is that your mother actually deserves three times more respect than your dad does just because she had to bury with you for nine months and the physical pain that she had to go through and the sacrifices that she had to make and also the prophet says that once you're a mother paradise lies under your

feet so with these examples i just like to say that i might have proven to you that yes maybe that islam is a feminist religion or i might not have but if someone were to come to me and tell me oh so are you a feminist i'd probably just be like no i'm just a muslim because i don't need to be a feminist now if i were to give you some more examples of um famous woman in islamic history maybe you'd be convinced so this is nuseba bintika balansaria she was actually there at the time of the prophet um she took part in the battle with along with the prophet something that people will be surprised at because now we're not considered women aren't like most islamic countries do not take part in

uh fighting but she did and she was actually one of the key people to protect the prophet when an enemy was attacking and she got injured in the process and she wakes up the next day and she's um the one concern that she had was is the prophet okay is he alive that's what her biggest concern was this is actually a depiction of her in a recent movie actually a series on a middle eastern channel called nbc it's not n it's not nbc it's um and it's called the series is called omer so if you would like to check it out another example i'd like to give you is of fatma alferi she was a moroccan princess and she was the first person to open up a formal university that gave out degrees so the fact that we're all sitting here at uta the fact that we're having this ted talk and we're gaining degrees or we're teaching

degrees is because of her and this was the 9th century so this is not the 1800s the 1700s this is 800 ce so this is just 800 years after christianity came along um another example nanasmo she was much recent she was in the 19th century so this is 1800's she was also from the royal family and she was responsible in her society to gather women and empower them towards education so these are just a few examples of women doing spectacular things of muslim women doing spectacular things so the contemporary fundamentalist definitions of women not being important parts of society in islamic islamic societies is actually it's actually very wrong so if you were to go back to fundamentalist teachings if you were to go back to the basic principles of islam feminism was very much prevalent and if i request you after this talk if

you have been convinced if someone comes up to you and says oh no islam is oppressive it's primitive it's not made for contemporary times and it's definitely not feminist you just be like bro islam was a hipster in feminism thank you

Fighting cultural misconceptions towards Muslims i'm from london it's just it's wonderful to be here with all of you i am i'm when we first met we met a little while ago and i was really taken with um i hadn't ever had an extended conversation with a muslim woman we've we've been to dubai and we've done business but i hadn't had a chance to really get to know someone and so you were in one of the programs we had and i i appreciated your your energy in fact i think i told you even though i couldn't see your smile you really smile with your eyes i'm curious about knowing a little bit of your story because you weren't born muslim right yeah i wasn't yeah and you know what just to say you know i was really grateful that you've reached out and that's a really big message to everyone

if you do come into contact it's wonderful to just have those conversations but yeah no i wasn't born with them um i was a party girl living living living the crazy life i was i was quite um wild in my younger days and it was 2007 when i became muslim i was 19. i'd been looking into it for a year and at first i was like no no no i don't want to hear it but my heart opened up to it and i i fell in love with it and who wouldn't have thought i'd be sitting here dressed like this with you today it's just a 360 for me so tell us a little bit about how you're dressed okay um so as a believing woman we we believe in dressing modesty and for me

it's powerful because as i said i was a party girl i was someone who was in the western world considered as free you know and so to dress like this to me i now feel free i feel free because i'm jo i can be i'm judged for my intellect i'm judged for other things and that for me is powerful and you know it's a choice and that is something i think people will be very surprised to hear you know it's a choice and under this i still have a very big loud clear voice you had explained that the face veil whereas the the religion um part of compliance if you will is that you that you have the head covering but the face covering is in fact a choice why did you make that choice yeah yeah so that you know there's there the what we are uphold to wear is the covering of our hair right and to wear the face veil

this is for me just that extra step of modesty where i i wholeheartedly believe in my faith and i feel i feel liberated it's very it's very hard to comprehend but i'm here to show you that um you know to dress like this i do feel free and it is challenging because i'm outwardly visible right you can't miss me my mom always says that to me she's like you know you want to be modest but you're so we can't miss you but you know for for us it's it's a strength and it's something that we hold to be beautiful and it has a lot of meaning to us so to me it's absolutely a strength i have a friend who um

talks about um when you walk into a room you want people to feel as if you have a an energy is walked into the room someone you don't you just feel something

different and that's what i'm getting from you i'm curious um with your focus on on really helping muslim women in business because i i don't normally put those two things together in my head but you've added another thing that doesn't fit in my head which is party girl in business so why don't we start there how how did what was it that changed for you where you found this interest because i'm guessing you weren't entrepreneurial by nature oh no absolutely not um i am creative i was a performer i was a host i was in the performing world on stage this is prior to me becoming muslim i was a public speaker i was an activist i was very vocal and so that's my line that's what i was prior to becoming muslim and when i did become muslim i actually got

a huge opportunity and my agent at the time called me and this was a few days after i'd just become muslim um and he said you have been given this opportunity to tour with a massive celebrity who's like a multi-million dollar record label owner and i would have been hosting and it was a huge opportunity but i knew i knew you know i wasn't dressed like this at the time but it was it was you know a step i knew that was the direction i was going towards and that party girl hanging with the celebrity life it just couldn't fit and it was it was a really big huge huge i mean i cried i cried so much because that was what i'd been working so hard towards and i knew that i couldn't do it but you know now i didn't see i didn't know how to bring that part of me into being a muslim so for 15 years i did nothing but you know getting into business

becoming an entrepreneur this is where i've been able to find my voice and find you know that speaking up is powerful and that's kind of how the journey has been for me so probably that thread from being an activist is that's one thread that you've been able to pull through so would that be fair to say absolutely absolutely can still speak up as a yeah absolutely so i'm i'm thinking of the the person who's listening right now and and how you find the inner strength to hold on to a core belief even if that is a new belief what i'm gonna guess there was some faith there yeah i mean yeah when you embrace a huge change um a drastic change there has to be a strength and a belief um it's not really an intellectual thing for me it was

my heart felt full um you know in my heart felt full i felt as if the puzzle pieces had been connected and if i felt right but of course you know the whole entire world is not designed um particularly when you put on media it's you know it's not what you see there's not always good representation but when you believe something i think that's that's your strongest ability to be able to continue forward um so for me there's there's no regrets i have found true fulfillment now for the last two years we've all now you're a moms you've got some young ones at the house and with covid we've all been indoors so we're not out in public but um i have to ask because i have to feel that in these charged

times that we live in that there's there's now you live in the uk

which feels very much more progressive uh around um diversity if you will whether that's ethnic or religious or gender diversity it just feels different than here in the states um has that been a challenge for you yeah i mean where i live in london um it's very diverse i've always grown up it's not it's not segregated in other parts of the uk it absolutely is but where we live it's completely diverse it's not segregated it's just everybody is part of the society together um of course with the pandemic became the change of everything moved virtually and as horrific as the times were and as trying as the times where i do think the positive for women like me was that shift of you know at the touch of a button do you have the ability to be on a stage like i say social media is a stage you have the ability to be on a stage worldwide and that's how doors are able

to be open um for us to be vocal to you know meet and and come on tedx and santa barbara and other opportunities um such as that that wouldn't have opened before the world became so virtual now pardon my ignorance but um i have one picture in my head of like in a mosque where the the men are on one side and then maybe not one side but the men are separated from the women and that there's still quite a bit of that prevalent the question is um do you feel any kind of pressure locally to not be in business and let's say you know stay at home and be a mom that is a really really good question um yes in mosques it is segregated but to us that's not something that we feel sad about because we're there to to pray and we don't need distractions which which we can be we're just there to kind of

focus so for us it's a spiritual place to be um absolutely to tell you the truth there are even cultural ideas towards a woman being vocal um that's where i'm going yeah yeah but if we actually look into the you know the stories of the women around the messenger we have khadijah and she was the first wife of the prophet and she was an entrepreneur she was a businesswoman she was actually his boss that's how they met each other right but we don't hear that we don't hear that and that gives me and other women like me strength to know that you know being a muslim woman it's not a weakness you know when you see us many people think well i mean the most common word i get is um ninja how can you see how this is this is it how can you see and i say well i could understand how can you speak but you can see my eyes right exactly muslim women are are powerful interesting intelligent once you get to know us so

can you give me an example of um someone who you've worked with where you've taken them from maybe not confident to very very confident in fact are there some things that you have to maybe do differently to promote this sense of leadership yeah i definitely think it begins with a lot of self-worth and self-work because as i've said you know in media there isn't that much representation of us um vocally and getting more but as a general there isn't that much for us to look to to look up

to so first we have to get really really confident in our own skin and you know a lot of the women that i work with they have to go right back and do the inner work to know you know it doesn't matter it doesn't matter what the world thinks it's not about what other people think especially

when you have a gift a skill it's just about showing that and actually you find that when you do that self-healing work and you have that confidence that other people start to say okay well actually you are really good and okay that's not going to be a barrier anymore for me i think there's a we talk about the stories we tell the stories we're told and then the story we tell ourselves and what i'm hearing from you is there's a there's an opportunity to change the story you tell yourself because i think one of the common things we find is in anybody is this sense of an imposter syndrome and um i'm sure that's that's part of it and i think we're we're layering on um i'm a very very big champion for women in business women in technology women in i mean i i work very very hard doing a panel in a couple of weeks just exactly that so i'm really curious

in um well here's a question um do you feel that there is a an opportunity for an outreach to young muslim girls i'm going to say 13 14 15 years old to talk about the opportunity and potential for them and and kind of paint a picture of possibility for them yeah yeah i mean so my eldest daughter is and i hear from some of her friends they're like mommy um her friends on instagram and um it's great for them to see that representation that you don't need to sacrifice your values in order to get success and i think that is a great great message for our young daughters and sons um to really see and know that there are there are so many more opportunities for

them um the way the world is changing that that definitely is a positive i can see that's such a perfect little button right there that message i'm so glad you have decided to take this step not only for yourself but to help women like yourself thank you thank you so much you

Finding Confidence in Conflict _ Kwame Christian _

I'm a business lawyer and a negotiation consultant so my professional life centers on effective conflict management and today I'm going to tell you the story of one of my most serious conflicts in order for you to wrap your head around the gravity of this situation there's something important you need to know about me I love cinnamon toast crunch so earlier this year after a long day at work all I wanted to do was relax at home with a bowl of my favorite cereal so imagine how I felt when I got home and I saw my lovely wife Whitney sitting on the couch finishing the last bowl of my cereal and she did not even have the decency to use milk so without thinking I marched into the kitchen I took her granola and I ate all of it and and I don't even like

granola this is an example of how not to handle conflict so obviously we're having a little bit of fun

with that example but the reality is that conflict can be the most challenging part of our personal and professional lives whether it's a business negotiation or a heated political argument these conversations are intimidating and infuriating but why this is your amygdala the amygdala is a temperamental part of the brain that is quick to respond to perceived threats it's part of the limbic system which is one of the most primitive brain structures and is also known as the lizard brain these quick primal responses were critical for survival way back in the day when we were living in caves and death lurked around every corner but the problem is that society evolved faster than our brains and as a result today we struggle in difficult conversations because we're fighting modern-day battles with prehistoric tools have you ever said something in the heat of the moment that you immediately knew

was a mistake this is called an amygdala hijack and it can take you from rational to irrational in the blink of an eye these responses are rooted in fear and we only have three fear responses fight/flight and the often overlooked freeze response which is also known as the deer-in-headlights response and your preferred fear response is most likely going to be a product of your lived experience I grew up in Tiffin Ohio and the thing that I really appreciated about Tiffin was its diversity on top of that my family's from the Caribbean so I had a strong Caribbean accent when I was growing up so not only did I look different I also sounded different and not surprisingly this combination made a real tough for the young Y to fit in so because of this I became obsessed with finding ways to gain the acceptance of my peers and eventually I became one of the most popular kids in school but this came with a price

I became deathly afraid of singing or doing something that could potentially jeopardize the relationships that I worked so hard to create I became a people pleaser and this made it less likely for me to stand up for myself in difficult conversations in other words I would freeze or flee in the face of conflict this led me to agree when I actually disagree and avoid confrontation at all cost but all this changed when I met my mentor and he told me something that I will never forget he said plumbing there is a big difference between being liked and being respected and if you want to have personal and professional success you need to be willing to engage with conflict so after that meeting I forced myself to have the difficult conversations that I spent my whole life trying to avoid and as I built this new habit I discovered something life-changing conflict is an opportunity conflict provides you with the unique opportunity to either repair and strengthen valuable

relationships or identify and remove malignant relationships with minimal damage so how do we actually engage with the conflict at hand you remember fight flight or freeze I suggest that we use a more evolved response to conflict resolution something that I like to call compassionate curiosity now the distinction between curiosity and compassionate curiosity is more than just semantics for example you can start a conversation off like this what the hell is your problem curious yes

compassionate know or you could start a conversation like this how do you feel about this situation compassionate curiosity fosters a genuine desire to understand that is tempered with empathy and respect approaching conversations in this way naturally causes you to ask better deeper and more penetrating questions and listen more effectively what makes this so hard is the fact that we need to be vulnerable we need to be willing to suspend judgment and open ourselves up to the scary possibilities of either

being wrong or potentially losing a relationship compassionate curiosity is the key to taming the lizard brain slowing down and asking these high-level questions forces you to use the most evolved part of your brain called the prefrontal cortex this is where you find a logical reasoning whenever you get lost confused or scared in these conversations compassionate curiosity will be your North Star you can look to it for guidance when you don't know what to say you can lean on it for support in your most difficult conversations and as you start to build this new habit you'll realize that it actually takes pressure off of you because your goal is to learn not to teach here's an example earlier this year I found myself in a heated contract negotiation the guy on the other side was furious I could actually hear his voice quivering with rage with every word he said and then I felt the sudden rush of emotion from my amygdala and it told me that I could either run away fight back or just sit there and take it

but instead of falling victim to these primal impulses I chose to use compassionate curiosity I led with compassion and focused on addressing his acute emotional needs I said listen I can tell you're upset what are your biggest concerns what can we do to help you and as he started to answer these questions he slowly began to calm and by the end of the conversation we were laughing and joking with each other and he gave me everything that I needed effective conflict management is a critical element of negotiation and persuasion this deal would have been impossible if I didn't take the time to suspend my agenda and address the conflict on the front end of the conversation and you don't need to be a professional negotiator to do this it works in your personal life as well but I will be honest with you I am a lot better at doing this in my professional life than I have in my personal life and this is because as the relationships get closer the stakes get higher there's more to lose but you have to remember we

don't use compassionate curiosity because it's easy we use it because the relationship is worth it speaking of relationships let's get back to Whitney and cereal gates what does compassionate curiosity look like in this situation well instead of suffering through an ungodly amount of granola to make an ineffective point what I should have done was first lead with compassion and second invited her to problem-solve with me through the use of open-ended questions now this is where it gets really interesting because I actually tried this with Whitney a few weeks later and I learned something fascinating so when I brought this up to her she looked at me with a genuine confusion

and said Kwame do I really do that and I was shocked and this was shocking to me for two reasons reason number one was because at this point we'd been married for seven years and I could not believe that she didn't know how much of an issue this was to me reason number two was because as we were having this serious conversation she was

literally finishing off another box of my cereal right in front of me this just goes to show that a lot of times the other side is blissfully unaware of the impact that their behavior has on us and this is precisely why it is our responsibility to stand up and say something if we really care about the relationship and we really care about making positive change we're living at a time now where it seems as though we forgotten how to talk to each other embracing and sharing this message of compassionate curiosity maybe the best thing that we can do to counter the animosity that we're seeing in the world today so I'll leave you with this it's a challenge the next time you find yourself in the midst of a conflict remember you have two choices you can either use compassionate curiosity and actually seek to improve the relationship or you can follow them home sneak into their kitchen and eat all of their bunola

you

Finding Hope in Hopelessness _ Peta Murchinson _ T I'm a mother of two toby is four and likes Lego and jumping off things and my daughter Mia is six and likes warm bards horse riding and hugs when my daughter dies I will wash her and dress her I will put flowers in her hair we will play music light candles and hold her our family and friends will come to say their goodbyes I've just given you a tiny glimpse into the weird universe you find yourself living in when you're a parent with a dying child the crazy things you have to contemplate when you are facing your worst fear every day I've been forced to think about this but I also have an ability to be able to see hope when life feels pretty hopeless living in grief means life is more illuminating it makes me recognize the goodness in people and appreciate the privileges I do have the power of joy love and kindness gives me a sense of hope flowers from a neighbor or hugs from complete strangers it's been such a powerful and unexpected force before her

diagnosis Mia had been running around scooting singing songs and starting to count she was a healthy energetic affectionate baby and toddler and at three years old she'd even mastered the art of bossing us all around especially her younger brother Toby but me is behaviour changed aggressive outbursts lashing out at her brother pulling things off the walls at first we just thought we were really bad at this parenting gig and vowed to be more consistent with boundaries and bedtimes and then out of the blue Mia had a seizure doctors at first diagnosed her with epilepsy but the seizures got worse over the next few months Mia started falling down and hitting her head so much we had to fit her out with a little rugby helmet and then suddenly she was struggling to walk and talk

we were living in Singapore at the time and it got to the point where we'd gone through a whole team of specialists working with Mia and they seemed just as confused as we were so we decided to fly home to

Sydney for a second opinion there is no preparation for being told your child has no future Hamish and I was sitting next to me as bed in the Sydney Children's Hospital in Randwick and Mia was sedated sleeping from her latest test checking for signs of degeneration in her eyesight we had been warned that if Mia tested positive that outlook was bleak the neurologist walked into the room with an entourage of specialists and social workers and confirmed our worst fears mia has neuronal Sirois loop efficient ptosis or late infantile batten disease a very rare genetic neurodegenerative condition that affects less than 1 in 100,000 children it is fatal the doctor said to us we're talking about years not decades Mia probably won't make it to high school a young doctor on the team started crying but we were so numb so exhausted we couldn't cry not then it had been a really long day a long week a long year I crawled onto the bed with me and

closed my eyes and held her her warm little body comforted me Mia had reached a point where soon she would no longer be able to walk or talk and we knew that within a year or two she was going to deteriorate to the point where she would be blind dependent on us for all her needs and we would start feeding her via tube the breakthroughs in enzyme and gene therapy a too late for our daughter so giving up the fight for her life has been replaced with giving her the best life friends and family rallied around us and supported us they held a fundraiser for Mia their generosity and kindness was pivotal in our response and ability to cope they encouraged me to set up a social media campaign bouncer button which has since gone on to achieve more than I ever imagined in raising awareness of this rare disease Mia loved bouncing it is positive it resonates and it connects people the awareness is not going to change the path ahead for Mia but we want people to know about that and disease to support

research and see the meaning in Mia's life and all children affected by life-limiting conditions the bounce for baton images have been described as portraits of joy and they share a powerful story of love and support amidst the hopelessness of a young child dying our reality has given me clarity to hone in on what really matters so we ignored all the well-meaning advice about no big decisions in a crisis within a week hammered quit his job and we started packing to go home to Sydney we knew we needed to be back in Australia surrounded by family we were just your ordinary family with no expertise in health care disability or rare disease trying to find our way in the chaos of caring grieving advocating and raising a young family coming back to Australia was a big reality check Mia's health deteriorated quickly to the point she needed a wheelchair the excruciating wait lists the endless appointment the piles of paperwork and

those Centrelink forms that no one on earth knows how to fill out properly we lost precious time being stonewalled by local childcare centers and schools we couldn't throw money at the problem because private schools across the board just don't do high needs kids but I hadn't brought my child home to be isolated in her first school a small special-needs school where she was left in soiled nappies and the staff referred to children as walkers or chairs we felt disconnected and hidden away I pulled me out of that school with no school to go to the Department of Education she has suggested homeschooling to us the exact opposite of what we needed Hamish and I had made a promise to ourselves that we would give her as the most wonderful life possible in the time she had left there's a public primary school just around the corner from our house I'd walk past it often and wondered from the moment we walked into that school it just felt like we'd finally come home the bright paintings past it all over

the classrooms the singing and all those smiling faces nothing was too hard for the principal no problem too big he was empathetic he asked us about our hopes and dreams we waited a few months for the ramps to be built and Mia's started school there at the end of last year being included in a big school community has transformed our lives it is everything we craved it gave us hope we could give her a regular childhood as regular as it can be Mia has shown me the most tender and giving elements of the human spirit I'm immensely proud of our daughter teachers kindness empathy and acceptance they are beautiful qualities to foster in our children at school kids hold her as Mia's hand they proper head back up on a headrest when it falls off they read to her they stand by her side and they laugh with her we've made new friendships that we hope will last and sustain us beyond Mia's lifetime I find beautiful drawings and cards in Mia's bag most afternoons I love you you're better than rainbows we are best

friends and on the weekends we go to birthday parties and playdates Nia has a powerful ability to connect with people she can't see or talk she can't move independently but she makes an impact and being witness every day to the beauty of humanity is a privilege for me people smile reach out offer to help and show us incredible kindness I have a new perspective to be able to recognize and appreciate these small but not inconsequential human elements of connection I think I was kissed by a stranger on the cheek in a doctor's waiting room I've hugged and cried together with mums in the park I've only just met I've listened to a nurse tell me about her experience of losing her children and seen the barefaced exhaustion love and fear on faces in pediatric wards and at the Children's Hospice we attend within our communities both virtually and locally we experience deeper connections and love we would never have known if Mia wasn't dying perhaps in our situation it is just simply a desperate

need to do something when you are so powerless you really will do the craziest things when you think it might just help before Mia's diagnosis we were told the chance of our son having the CLN to

batten disease mutation was one in four thankfully he isn't affected but our healthy four-year-old can't but help have some pretty weird ideas about what growing up looks like hanging out in the kitchen recently Tobi pipes up when my teeth go wobbly and fall out probably when you're about five or six like Mia but I still be able to walk when I'm five we try to be honest with Tobi to help prepare him for the day when his big sister won't be with us anymore physically my six-year-old can't hug me anymore her seizures are constant but she loves the feel of water and riding a horse each week and she can't get enough of our hugs the present moment is the only place where I want to be right now I've been forced to live here and letting go of tomorrow next week next month allows me to focus on what really matters right

now life is more vivid more beautiful more profound and meaningful and of course unspeakably sad I have come to accept that there is no cure for my daughter one day I will no longer have her warm little body to snuggle up with at night so when I put flowers in her hair and friends and family come to say goodbye I will remember the human capacity for hope is so strong that even when you're told there is no hope somehow you still manage to find it thank you

Finding Peace in Our Homes With AROMATouch _ Sumik as a 10 year old child I was influenced by my mother who always spoke about her desire for world peace I began to her big dreams about leaving Japan to help people around the world my father squashed those Dream by saying don't try to help others when you can't even feed yourself for my father the idea on me a young child who was still reliant on her parents driveling the world to help others seem wickness seeing my disappointment my father then explained there are also people in Japan who need your help you should start by contributing Society here those words have taught me to always think what can I do right here and right now to help I started by studying and practicing aroma therapy however at a time the essential oils available were low great and not very eff

effective in such a more effective ways I became rtic massage and acupuncture therapist as a result I have improved the physical he of over 10,000 people and received an outpouring of gratitude even though I was seeing success I wasn't satisfied why because my patients were often struggling with the same symptoms soon after in other words my treatments only led to Temporary improvements why was this happening often times we focus on treating the symptoms instead of the root of the problem what for example in many cases your headache isn't a problem with your head but an issue with your shoulders jaw or other factors a boy who is viant in school doesn't need anger management he needs love attention at home the root of my patient problems wasn't their physical health but their emotional and spiritual

health people have conscious and subconscious Minds it is our subconscious mind that influences our overall well-being and the subconscious mind it built on our memories many people

subconsciously feel neglected due to their memories of perceived mistreatment as a child these memories control their subconscious mind which leads them to have negative energy and emotions ultimately affecting their physical health as I pursued the way to heal people's memories I found pure essential oils and discovered that they walk directly on past emotional memories releasing the negative emotions and relighting subconscious my father helped me discover Miracle of pure essential oils coupled with loving touch at the age of 84 my father developed severe dementia as his dementia

progressed he found himself unable to do basic tasks eventually even losing the ability to walk he began to be depressed and said my life was no meaning anymore hoping to help my father I started to gently stroke his back every day with pure essential oils soon after he said for Life returned and he started to recover many of his abilities he even enjoys his ability to walk again now as a reader of 40,000 therapists I teach a I touch a therapy to heal people physically emotionally and spey Aroma touch can also feel our relationships for example I met already who was struggling from hard childhood memories of having authoritative parents this let her to be abusive parent and she asked me her help I was able to teach her and through using Aroma touch she hear the bond between her and

her family Aroma thatou is most successful when it is performed people we want to share more love with including the ones we struggle to love do you know of anyone that needs more of your love do you know of anyone you need more love from start by dropping pure essential oils on their back move slowly quietly and with Focus touch their backs touch their feet and check your emotional connection with them please remember World Peace starts from our homes let's make our lives our homes and the world a praise with more peace and love thank you

Finding Resilience _ Rohini Deivasigamani _ TEDxRu

i walk into the kitchen to see what was for dinner i see my dad stressed about how many onions to use and if we had enough tomatoes take one onion no sorry one and a half and one big tomato my dad looked over at me like i had just left culinary school without being excused rohini what are you doing come here and listen i'm teaching your sister my famous south indian chicken curry i could tell my dad was being serious when it came to cooking it meant business it was finally the day we were making money south indian chicken curry it was passed on from generation to generation with tweaks here and there but my dad's was the best we finally made the chicken curry all together it felt like the beginning of a family tradition i thought to myself maybe every weekend we would huddle up in the

kitchen and make this chicken curry all together and this would be the first of many because we

made it for the first time ever flashback a few years prior i was a dancer and trained in indian classical dance called but the nadium butter the nottium is an ancient indian classical form of dance that requires a lot of stamina and strength my dad would take me to every single dance practice every saturday it would often become routine as he grabbed the flip cam quarter and recorded every single dance practice for me to practice from the same old routine the same drive back from upstate new york to new jersey as my dad would tell me i did a great job or i could have practiced some more i'd often laugh as my dad tried to give me advice dad you can't even dance i would say every saturday was normal up until one point i felt a heavy weight in my right cuff my dance moves were not right something was not right

flash forward a few months later i find myself waiting in a hospital waiting room i had just had a bunch of scans and a biopsy done on my right cuff i was 14 years old so worried about the geometry test that i just missed i was so worried about this geometry test as if the pythagorean theorem was going to land me a job in 20 years i started scrolling through my friend's text which read let me know everything goes and i hope everything goes well though i didn't look too deeply into those text messages nothing could have prepared me for the next 15 seconds as i proceeded into the doctor's room and sat on the chair i had no idea what was coming for me i was told the words you have cancer more specifically ewing sarcoma stage one and your soft tissue right next to your tibia immediately my worries about the geometry test faded and the text that my friend sent me

suddenly made sense to me i wasn't even i hadn't even gotten numb yet i was quite coordinated and sensitized to the environment i was suddenly thrown in my mom burst into tears my dad sat stone cold i just listened to the doctor and the doctor continued soon after i would probably have to quit dance track and basketball i couldn't see my dance friends every saturday anymore i couldn't attend the next dance recital the stamina i once needed to hold myself still during dance didn't exist in this moment anymore because i felt weak life froze in that moment the conversation of chemotherapy radiation fertility treatment hair loss started very quickly on november 4th 2015 almost all my high school were blue in honor of my favorite color on my last day of public school as i continued my education via home instruction my house became flooded with aunts uncles and cousins running around my indian household still remain jovial

i started chemotherapy which is followed by months of throwing up morphine withdrawals fatigue weight loss etc now i should note i really didn't understand strength and what it meant i was always told the words you're so strong but it was just doing what had to be done i could relate to vulnerability but strength wasn't definable to me during dance i would often lose balance for my spins and i was so embarrassed from struggling to do the simplest steps i was trained to do for years so the feeling of vulnerability had begun for my last days of dance it was like a rain cloud towered over my head every single day reminding me why i quit part of the nation and i never felt so

lost during chemo treatment my dad started getting high fevers every night he would sit beside me with a left hand to his forehead massaging his headache and her right hand stroking my hand as i had a mesmer bag pushing medicine into my body every hour

he would drive me to radiation for 28 days to new york city while shivering with the 104 fever the biopsy result had come back it was cancer a rare form of non-hodgkin's lymphoma life yet again became still my dad looked at me with a soft glance and reassured me that everything would be okay with just his eyes what are the chances that two people in the same household would have two unrelated cancers i stopped for the first time in months not because i had cancer but because my dad had cancer my dad and i went to the hospital together this time it would have chemotherapy together and would poke at each other for rocking the bald look rohini you look amazing bald he would say i mean you too dad where else would i get it from i would say laughing my dad and i would drink our bone marrow broth soups together which my vegetarian

mom made and insisted would raise our white blood cell accounts but you know i think i started to understand strength and resilience through my dad and i not with just myself i started to understand that weakness leads to perseverance remember the chicken curry that my dad sister and i made in the beginning that was when my dad and i were both going through chemotherapy together he was still weak but his love of cooking and keeping up with family traditions didn't stop him i don't know what compelled him to teach right then and there but i'm glad he did because a month later he was in the icu my dad and i had finished chemotherapy and he had a supposedly successful stem cell transplant but around christmas he started getting high fevers again i had left to watch moana with my friends my phone buzzed in the middle of the movie it was my mom and sister we're taking down to the er his fever is

increasing at red the movie became white noise i've never felt a disney movie become so dark i came home to an empty house with just my grandmother who had no idea what was going on ronnie you're back so early she asked i didn't know what to say my dad's health declined and he was transferred to the icu he was intubated with tubes running through his mouth and communicated to my sister and mother with a marker and whiteboard they would ensure that he was in good hands but he knew that things were not going well i was still immunocompromised so my family kept me away from most of the time but i visited the hospital for the first time unaware of the hospital scene and oblivious to everything going on my hair had grown two inches from the time i was apart from my dad i went to the glass and saw my heavily sedated father struggling to open his eyes to see my face

tears flooded my eyes as i struggled to find words it was january 2017 my mom and uncle received a call from the hospital we urge you to come to the hospital immediately bring your whole family a

crowd of people had just entered the ICU I saw my dad in full life support which would soon become the last time I saw him suddenly red and blue sirens went off it felt like a movie nurses rushed in and performed CPR I knew I could enter the room but I ran towards the room screaming with words barely coming out everything was chaotic the monitor went blank he had passed everyone froze life froze again who knows how to handle life at 14 or heck 50. throughout my life I've learned so much

from my dad and he's not here today but I continue to celebrate him and his life every single day every birthday I make my South Indian chicken curry and share it with everyone I know his last birthday I made his chicken curry for all my college friends and I and my roommate surprised me with a cake for him they insisted I make a toast in honor of him something I had never done before so I stood there and spoke about my dad he's the reason why I'm the person I am today he's the reason why I started loving cooking and keeping up with family traditions he's the reason why we both handled our journeys so gracefully in 2020 I submitted an application to Humans of New York a platform that shares stories all over the world and I got selected in July to share mine it had been my dream ever since I was 14 years old to share my story and it was truly a surreal moment to share my story in such a powerful platform

there's something so powerful about acceptance to keep pushing forward there were times where I despised the thought of dancing again and running track but I realized my past were just stepping stones to bring me to the point in my life today I could have called it quits with everything I loved but I still dance I still run track and I sure as hell still make my dad's chicken I started track a month after my dad passed I went from not being able to use both of my legs while attached to an IV pole to running a mile every single day I remember when I ran my first lap I felt like I couldn't run anymore I passed out I knew I was losing myself but I remember the days my dad would sit during basketball practice cheering me on with the biggest grin on his face so I envisioned his big booming smile every track meet cheering me on supporting me

strength comes from struggle acceptance and perseverance and continuous effort six years after conquering cancer and five years after losing my dad I understood reality my story highlighted resilience but more importantly how your lowest point can make you the strongest person the power of strength is acceptance you have to keep pushing forward and it's okay to let your guard down you don't always have to be a superhero I was a lost girl at 14 who just wanted to dance and make chicken with her father but after six years I realized my past refines me rather than defines me thank you

you

Forget the Corporate Ladder _ Winners Take Risks _ There's a lot of pressure around what it takes

to build a great career. And it all comes back to this idea that you're supposed to know what you want to do. It's an idea that I like to call the stairs. Here's how the stairs go. You show up in college, and you're supposed to know what you want to major in. That major is supposed to lead you to your first job, and then you get another job, and you get promoted and promoted and promoted forever. The best part about the stairs is safety and security. It feels like you know what you need to do to get ahead. The worst part of the stairs is that it's like a weird video game that you can get stuck inside of for years. The stairs will make you feel

like your self-worth is tied to your title, or your last performance rating, or your next promotion. But the truth is that the stairs are an illusion. These days, excellent careers are not built by excellent stair climbers. Said differently, one of the most important things you can get good at in your career is taking risks. Or, as I like to call it, jumping off cliffs. Let me explain what I mean with a story. When I was 25, I got offered a crazy job. I had spent a couple of years climbing the stairs in Human Resources at Facebook when the leader of another department came to me and asked me to help him start a new project, doing something that I knew nothing about. It was a long-term project, it was risky, and a lot of people told me it would probably fail. I was intrigued, but I was also scared.

So I talked to a bunch of different people, and I have to admit, a lot of them told me not to take it. But there was this little voice inside me that just kept saying, "I wonder. I wonder if I can be capable in this completely new environment." So I took a risk and I took the job. Now I'd like to say that what happened next was that it was obviously a great decision and I was immediately successful. But actually, the first nine months on this project felt a lot more like falling off of a very steep cliff. I had gone from feeling competent and capable in HR to feeling like an absolute idiot all the time. I was sitting in rooms with brilliant people asking very dumb questions. Six months into this job, I got the lowest performance rating

of my entire life. I had so many moments when all I wanted to do was run back to the safety and security of the stairs. But about nine months in, something interesting happened. I had to lead a meeting. It sounds simple, but it was a big meeting. It was a complicated debate about a nuanced part of this project. I was successful, and I so vividly remember walking out of that meeting feeling like myself again. I had gone from feeling like a beginner in this new environment to feeling confident and capable. I spent another three years on this project, learning and growing, and on the other side of it, I was a completely different person. I was offered jobs that no one would have offered me if I had stayed in HR.

That's the thing about jumping off cliffs. It doesn't just take you a couple flights up on the stairs. It's like a weird elevator that takes you to a whole new place. Cliff jumps teach you who you are and what you are capable of in ways that the stairs can never. To get good at jumping off cliffs, you have

to get good at three things. The first is actually jumping off the cliff.

After many years of coaching people through career decisions, I know that sometimes it is just not the right time to take a risk, but I can also tell you that most people do not stay stuck on the stairs out of necessity. They stay there out of fear. The trick is to learn to tell the difference between the kind of fear that says, "I'm scared I might run out of money," which you should actually listen to, and the kind of fear that says,

"I'm scared I might fail," which you should take as a giant green flashing light to jump. Cliff jumps teach you what you are capable of in spite of fear. The second thing you have to get good at in order to get good at jumping off cliffs is surviving the fall. Jumping off a cliff is taking a giant step backwards into the land of being a beginner again. That means it's a very big learning process. And with that comes a huge emotional roller coaster. Daily. Weekly. Sometimes hourly. All of my jumps have involved vacillating wildly between feeling like, "Oh, maybe I'm going to be good at this," and then immediately feeling like, "Who the hell even gave me this job in the first place?" All of that is normal, and it doesn't actually mean that anything is wrong. You have to learn to expect the roller coaster

and ignore it at the same time. The most valuable mantra for me in this phase has been: give it two weeks. A lot of people will tell you to sleep on it. I can tell you most of these emotions don't go away overnight. Two weeks is a great barometer for things that you should actually pay attention to. The third thing you have to get good at in order to get good at jumping off cliffs is becoming a professional idiot.

I can tell you that this is one of my greatest strengths. I am comfortable sounding like a moron. I am great at sitting in rooms with brilliant people asking very dumb questions. But what that actually means is that I have become an extraordinary learner. My favorite phrase is, "Sorry if this is a stupid question, but." When you ask it that way, everybody wants to make you feel better.

They're like, "No, no, that's not a dumb question." And then they would love to teach you what they know. People love being teachers. It makes them feel smart. The other thing you discover is that most stupid questions aren't actually stupid. So many people are afraid of sounding dumb that the world is littered with important questions that never got asked. Questions like, "Can you define that word for me?", "Why are we doing this?", "Why are we having this meeting?"

Embracing being a professional idiot often actually makes you the most valuable person in the room. There's a last thing, part of the illusion of the stairs, that becomes really obvious the more cliffs that you jump off of. And that is the idea that there is one set of stairs,

one definition of success. I have a lot of friends that have climbed up the stairs to some version of the top -- a fancy title, a lot of money, fame -- and then they've realized that they're miserable. One friend described becoming CEO of her company and immediately thinking, "Is this all there is?" You know what she did next? She jumped off a professional cliff. She went from being the CEO of a marketing agency to helping people who were dying in hospice. Success is not the same for everyone. I know that what I'm talking about isn't easy. It takes bravery to trade the known for the unknown. It takes courage to do something that might seem like a step sideways or backwards to someone else. But you will never really know who you are or what you are capable of

until you learn how to try. Thank you.

From stress to resilience _ Raphael Rose _ TEDxMa

stress mistakes failure clearly I'm here to give the feel-good talk of the day I'm actually here to talk about resilience as a researcher and a clinical psychologist at UCLA I've been working with NASA on stress and resilience research for over 10 years the very same NASA that has the expression failure is not an option associated with it well I'm here to tell you today that not only is failure an option it is required to promote resilience resilience means you face life stressors and challenges and you bounce back and recover and in doing so you can enrich your life so whether you work at NASA or your job as a high school student being resilient means you face stressors not eliminate them to be resilient means you learn from your mistakes not avoid making them and to be resilient means your rebound from failure so any mistakes made during

today's presentation is all done in the name of resilience do you know what astronauts report is among the most stressful things they deal with when they're up in space a power failure a meteor strike an explosion an alien attack no that's how their kids and family are doing back on earth without them interestingly when it comes to stress we are a lot more like astronauts and other people who work in challenging environments than you might think astronauts well they're up in space can worry about their relationships their spouses and how their kids are doing in school just like we do astronauts can have conflicts with coworkers just like we do they get stressed by health and finances in space astronauts report that the demands of their job and at times the monotony of their job is among the most stressful things they have to deal with hmm conflicts with peers stressful and at other times boring work that sounds a lot like high school to me a key aspect of chronic stress is that it can be like

like relationships health problems or work stress is that if you're not coping well with it it can be detrimental to your health and well-being chronic stress can be associated with lowered immune

functioning chronic stress is associated with memory and cardiac problems good thing I remember that the good news is that people manage stress better than others and they are more resilient and we can look to them to see what they're doing well so how do you become more resilient well still working on that answer but first let's talk about what does not seem to promote resilience stress can really hijack your brain it can really grab your attention you ever try to avoid thinking about the thing you're stressed about try to distract yourself even suppress the thought or image of whatever is stressing you well to highlight that idea I like all of you please now to think about anything you want think about anything you want but not a white bear think about anything you want but not a white bear go ahead

how'd that go did trying to suppress the image work generally speaking suppression is not an effective strategy and while a white bear might not be a stressful image for you it highlights the point that when we try not to think about something it brings our attention more to that very thing so if suppression isn't a good strategy how can we become more resilient well here's what we know about resilient individuals associated with certain personality traits and factors resilient individuals are more likely to experience positive effects so things like happiness joy pleasure contentment they're also less likely to experience negative emotions like anxiety fear sadness moodiness human jealousy resilient individuals are open to new experiences outgoing they embrace challenges resilient individuals are oh Solis are so socially connected and integrated so to be more resilient just be happy and have lots of friends it's not that simple and like most things in life the answer is more nuanced than

that so how do we become more resilient the science on training resilience is still relatively young but if we look to what we know makes up resilient individuals it can point us in some important directions let's take the example of a high school senior she signs up for a challenging math class she joins the debate team she volunteers at a homeless shelter in her community and she asked someone out to the prom any and all of those experiences can lead to meaningful and to growth and more meaningful experiences it can lead to positive emotions and it can also lead to new social connections and relationships she can improve her math skills she can win the debate competition she can feel pride at giving back to her community and she can build a new relation and each and every one of those things can result in mistakes and disappointments failure even rejection she fails a math class loses the debate competition is turned down by her potential prom date feels overwhelmed at

the state of things in our community however even those undesirable outcomes provide her the opportunity to learn how to rebound and recover better from stress and therefore promote resilience well I didn't think about this while I was growing up my first model for resilience was my father my father was a Holocaust survivor and he spent four years of his life in concentration camps doing

slave labor and he was the only member of his family to survive my father sort of demonstrated the ultimate ability to rebound and recover from extraordinary circumstances he found passion and starting a family after he immigrated to the US he found dedication and commitment to his career as an engineer he never missed an opportunity to be out on the tennis courts with buddies and his off-color humor was his example of positivity so we see an example of the high school senior and we see an example of my father how facing life's challenges and pursuing meaning can help promote resilience for most of us modifying what we do to pursue more

meaning means changing something about our behavior it also means finding the time to do it now I'm in the behavior change business essentially and it's not the easiest thing to do so here are two things to keep in mind when it comes to behavior change slow and gradual behavior change is more likely to succeed and last often when we try to undertake behavior change it seems too overwhelming a task and we shortly fail or give up how many of you think flossing after each meal is good how many of you make the time to floss after each meal some hands dropped so for those of you that want to improve your flossing behavior and to highlight this idea of slow and gradual change I want all of you to floss one tooth tonight anyone can floss a tooth now I'm not saying the idea here is to have the healthiest molar in the history of dentistry but rather that it highlights the idea that when we commit to a manageable behavior change it makes it more likely that we'll do it and then once we start it's more likely we can go

out to the next tooth and the next tooth but start with just one second thing that's important when it comes to behavior change is compassion be compassionate to yourself don't be self-critical behavior change is more likely to be effective if you take that stance how many of you think daily exercise is important how many of you exercise daily all right well exercise is actually a great way to promote resilience it can mean it helps you manage emotions helps improve cognition helps your body heal and recover but usually taking undertaking an exercise regimen can seem daunting and many people either don't start or give up shortly after starting think gradual change and try the five-minute rule do any kind of exercise for five minutes so it won't have you running a marathon tomorrow but it can have you walking around the block and this is the crucial part when you change your behavior and when you slip up and change in your behavior and you missed that walk be compassionate go

easy on yourself if yourself if you're if you're self-critical you're more likely to feel down and as a result you're going to be less likely to think you can actually change yourself you change your behavior try a stance of being compassionate so when you miss that walk or that exercise excuse yourself and see that you might be more likely to rebound the next day and go on that walk and if you are doing that you are rebounding and recovering and promoting resilience do you know what astronauts say is among the most helpful things they do for managing stress when they're up in

space they look at Earth and they take photos of it now is it that looking at our planet actually reduces stress well it's certainly relaxing but more importantly it allows them to engage in something meaningful and when they're engaged in something meaningful that can help them move beyond a particularly challenging day engaging in something meaningful can help them move beyond a conflict for the time being that they

might have had with a co-worker it's a subtle but important distinction but doing something for the joy it brings as opposed to it lowering your stress can allow your attention to focus more on the meaningful pursuit and the more your attention is on a meaningful pursuit the less it is focused on stressors like a white bear so I encourage all of you to find your paths to resilience through meaningful pursuits it can be meditation photography learning a new language engaging your community more and as you go on your own missions to Mars whether that's navigating the 405 and traffic doing your homework we're trying to improve your health or your relationships my message to you is to welcome stress take on the challenges in your life learn from your mistakes be compassionate to yourself and to others rebound from failure and enjoy your accomplishments thank you

Funfulness_ How adding fun to mindfulness might ju

go get

him mindfulness is boring mindfulness is hard mindfulness isn't Fun mindfulness isn't for everyone I can see some of you nodding it's okay I've heard it all before I've been practicing mindfulness for over 13 years and I've been teaching for five and I have heard it all before going into organizations going into schools and volunteering for my local mental health charity and the thing is I know we don't need another tedex about mindfulness I just get my coat there so much research out there we know it's good for us you can listen to neuroscientists speak about it you can read books about it you can watch videos about it you can read research papers about it we know that it's good for managing anxiety and depression it's good for understanding our mental health

our thoughts feelings and emotions for managing our reactions for self-compassion compassion for others for low mood the list goes on and yet still people tell me it's and when I go into organizations and I talk to people it's still poo pooed and the thing is it's because it's a one-size fits-all approach so often and I think it's because of what we see online in the media social media things such as and by the way I've seen this before with my own eyes when you are present there are no problems only peace what a load of old sometimes we're really present and sometimes there are problems sometimes we're really present and things don't feel good and that's okay we're human so we need to shift the perspective if we keep seeing mindfulness as this fluffy nice relaxation thing it's not going

to reach the people that need it and so this got me thinking I've always

called myself the mindfulness Rebel because when I first found myself in this area when I first started teaching I knew that I wasn't quite like everyone else I don't know if you can tell I don't have a baseline personality of Cal I'm excitable I swear I don't do neutral colors and so I really had to find my own way and what I realized was this started to help people to understand it better and naturally I think I can make people smile and even in the darkest of times growing up I had a Granddad who was addicted to alcohol and a really close-knit family and I knew from a really early age that I could make people smile and that fun somehow shifted things and I really loved being the person that could do that so over the years of now teaching mindfulness also when I was an accountant for 19 years strategically for mental health and well-being and working with people with poor mental health I still kept bringing that fun

and that laughter even to the most difficult conversations and what I found was that's what made it accessible and inclusive that's what opened it up for people that's what helped people understand and so fun fullness was born so what is fun fullness fun fullness is mindfulness not forgetting those core important principles of mindfulness paying attention to the present moment with no judgment with compassion and introducing fun joy joy and play and doing that consciously think about it like this when we teach a gratitude practice we ask people to look for three things that they're grateful for every day and even when that's difficult even when we're right at the beginning of that journey and it feels hard sometimes we keep doing it because the more that you notice things to be grateful for the more you notice things to be grateful for and the same works with fun the more that you practice it the more

that you notice it and this here right now is fun fullness for me I know it's not for everyone but I'm so bloody happy to be here and fun fullness is about being present with that Joy with that good feeling and embracing it and if mindfulness is about being present why are we so often focusing on being present with just being calm or being present with negative experiences why aren't we all focusing on being present with laughter and joy and fun and play and I know as adults isn't really the cool thing or the done thing to stand here and jump up and down because I'm so excited but we can learn a thing or two from our kids me and my 5-year-old when we're in the supermarket you're often see I've got the moves like Jagger I've got the moves like Jagger this actually happens so me and my little boy here a tune come on we will sing and we will

dance and we need to embrace that more and I want this for workplaces for schools and for you because fun is good for you fun makes you healthier it alleviates stress it means you are simply present when you're having fun there's no other way to be it's energizing and it can fuel your success we know that a positive brain is better at performing it's 31% more productive than a

stressed neutral or negative brain and fun gives us dopamine which makes us happy but not just that it turns on the Learning Centers of your brain so I want you to think about a time when you were happy when you were being playful when you felt Joy or when you were having fun really think about that right now bring it into your mind who are you with what were you you doing how did you feel I really feel that right now it's

so bloody powerful right even just thinking about it let alone doing it and so this brings me to another important question do you actually know what you do for fun and I don't mean scrolling your phones when I first started teaching mindfulness the first course I taught was mindfulness for mums and then I created a mastermind for entrepreneurs to teach them the principles of mindfulness to support them with life and business and one of the first questions that I asked them was what do you do for fun and so often people couldn't give me an answer to that because as adults adulting is a bit boring we've got loads of responsibilities and we can be really fast-paced all of the time so I really want you to think about what you do for fun because we so easily forget and we have a negativity bias I'm not calling anyone out here we're all friends now but we do we have a

negativity bias it's not always easy doesn't matter how awesome your day was that crappy thing that happened on the way home is the first thing you're going to talk about when you walk through the door you're going to have a really good moan and forget about all those awesome things that happen throughout the day and the other thing that we do is we really pray present when things don't feel good when something happens that doesn't feel good we go over and over and over and over it in our heads we relive it we talk about it we dwell on it but how often do we do that with the joyful things in life how often do we dwell on them talk about them and I was saying to a friend recently when we were talking about this when you are in moments of Joy or play or fun juice it juice your joy be really present with it that is mindfulness be there this is fun fullness and the other thing it can help with is when things are difficult I experienced this when I went through

miscarriage how was it that within 48 Hours of experiencing the most emotionally painful and physically painful thing I'd ever experienced I was able to be sledging down a hill in the snow now I didn't have a word for it back then but it was fun forness because I use my mindfulness practice to be present with my experience to accept what was happening to honor those emotions and not ruminate on the past or the future and then I went and found the fun to shift that perspective change your mindset and alleviate the stress so things that we can do for fun I may or may not have done most of these probably with this Bunch down on the front row sorry about them now this list isn't an exhaustive list what I do for fun definitely won't be what you do for fun uh and also fun isn't just about the activity we can make anything fun but just a few ideas roller skating I told

you paddle boarding dancing down the aisle singing at the top of your lungs with your friends getting

out in nature moving your body practicing gratitude random acts of kindness the clothes that you wear oh skipping skipping OMG skipping I did it recently I haven't done that since well I can't even remember you get around really fast when you Skip and it's really fun I highly recommend it there's going to be people skipping around Brighton today now everyone's going to be thinking what's going on just shout fun fullness at them it's fine putting your phone away fun fullness and what I want you to do after today is to start noticing your reactions to fun start to notice that knee-jerk reaction if you saw me dancing down the aisles what would you think would you want to join in would you think i' love to see it or would you think I wish I could do that we'd probably think what a weirdo and really try to not turn your nose up when you see the kids on the

skateboards when you see adults being silly that might just be your gateway to more fun your gateway to be present with fun joy laughter and play to let it linger not only is it good for you it's contagious so I've got a little gift for you today these are fun fullness tokens this is your permission slip to have more fun and this is your Catalyst to have more conversations with your friends with your family in your work places in your home and talk to each other today when you meet new people when you're having a chat ask each other what do you do for fun what brings you Joy fun and mindfulness are good for you it's good for your mental health it's good for human connection it's even good for productivity mindfulness isn't all about sitting cross-legged in silence we need to make it more fun imagine if everyone everywhere did this we need fun forness in our

workplaces in our schools and in our homes fun fullness will change you and it might just change the world thank you w

Get comfortable with being uncomfortable _ Luvvie I'm a professional troublemaker.

As my job is to critique the world, the shoddy systems and the people who refuse to do better, as a writer, as a speaker, as a shady Nigerian --

I feel like my purpose is to be this cat.

I am the person who is looking at other people, like, "I need you to fix it." That is me. I want us to leave this world better than we found it. And how I choose to effect change is by speaking up, by being the first and by being the domino. For a line of dominoes to fall, one has to fall first, which then leaves the other choiceless to do the same. And that domino that falls,

we're hoping that, OK, the next person that sees this is inspired to be a domino. Being the domino, for me, looks like speaking up and doing the things that are really difficult, especially when they are needed, with the hope that others will follow suit. And here's the thing: I'm the person who says what

you might be thinking but dared not to say. A lot of times people think that we're fearless, the people who do this, we're fearless. We're not fearless. We're not unafraid of the consequences or the sacrifices that we have to make by speaking truth to power. What happens is, we feel like we have to, because there are too few people in the world willing to be the domino, too few people willing to take that fall. We're not doing it without fear.

Now, let's talk about fear. I knew exactly what I wanted to be when I grew up. I was like, "I'm going to be a doctor!" Doctor Luvvie was the dream. I was Doc McStuffins before it was a thing.

And I remember when I went to college, my freshman year, I had to take Chemistry 101 for my premed major. I got the first and last D of my academic career.

So I went to my advisor, and I was like, "OK, let's drop the premed, because this doctor thing is not going to work, because I don't even like hospitals. So ..."

"Let's just consider that done for." And that same semester, I started blogging. That was 2003. So as that one dream was ending,

another was beginning. And then what was a cute hobby became my full-time job when I lost my marketing job in 2010. But it still took me two more years to say, "I'm a writer." Nine years after I had started writing, before I said, "I'm a writer," because I was afraid of what happens without 401ks, without, "How am I going to keep up my shoe habit? That's important to me."

So it took me that long to own this thing that was what my purpose was. And then I realized, fear has a very concrete power of keeping us from doing and saying the things that are our purpose. And I was like, "You know what? I'm not going to let fear rule my life. I'm not going to let fear dictate what I do." And then all of these awesome things started happening, and dominoes started to fall.

So when I realized that, I was like, "OK, 2015, I turned 30, it's going to be my year of 'Do it anyway.' Anything that scares me, I'm going to actively pursue it." So, I'm a Capricorn. I like my feet solidly on the ground. I decided to take my first-ever solo vacation, and it was out of the country to the Dominican Republic. So on my birthday, what did I do? I went ziplining through the forests of Punta Cana. And for some odd reason, I had on business casual. Don't ask why.

And I had an incredible time. Also, I don't like being submerged in water. I like to be, again, on solid ground. So I went to Mexico and swam with dolphins underwater. And then the cool thing

that I did also that year that was my mountain was I wrote my book, "I'm Judging You: The Do-Better

Manual," And I had to own --

that whole writing thing now, right? Yes. But the very anti-me thing that I did that year that scared the crap out of me -- I went skydiving. We're about to fall out of the plane. I was like, "I've done some stupid things in life. This is one of them."

And then we come falling down to Earth, and I literally lose my breath as I see Earth, and I was like, "I just fell out of a perfectly good plane on purpose."

"What is wrong with me?!" But then I looked down at the beauty, and I was like, "This is the best thing I could have done. This was an amazing decision."

And I think about the times when I have to speak truth. It feels like I am falling out of that plane. It feels like that moment when I'm at the edge of the plane, and I'm like, "You shouldn't do this," but then I do it anyway, because I realize I have to. Sitting at the edge of that plane and kind of staying on that plane is comfort to me. And I feel like every day that I'm speaking truth against institutions and people who are bigger than me and just forces that are more powerful than me, I feel like I'm falling out of that plane. But I realize comfort is overrated. Because being quiet is comfortable. Keeping things the way they've been is comfortable. And all comfort has done is maintain the status quo. So we've got to get comfortable with being uncomfortable

by speaking these hard truths when they're necessary. And I --

And for me, though, I realize that I have to speak these truths, because honesty is so important to me. My integrity is something I hold dear. Justice -- I don't think justice should be an option. We should always have justice. Also, I believe in shea butter as a core value, and --

and I think the world would be better if we were more moisturized. But besides that, with these as my core values, I have to speak the truth. I have no other choice in the matter. But people like me, the professional troublemakers, should not be the only ones who are committed to being these dominoes who are always falling out of planes or being the first one to take this hit. People are so afraid

of these acute consequences, not realizing that there are many times when we walk in rooms and we are some of the most powerful people in those rooms -- we might be the second-most powerful, third-most powerful. And I firmly believe that our job in those times is to disrupt what is happening. And then if we're not the most powerful, if two more of us band together, it makes us powerful. It's like cosigning the woman in the meeting, you know, the woman who can't seem to get her word out,

or just making sure that other person who can't make a point is being heard. Our job is to make sure they have room for that. Everyone's well-being is community business. If we made that a point, we'd understand that, for the times when we need help,

we wouldn't have to look around so hard if we made sure we were somebody else's help. And there are times when I feel like I have taken very public tumbles and falls, like the time when I was asked to speak at a conference, and they wanted me to pay my way there. And then I did some research and found out the white men who spoke there got compensated and got their travel paid for. The white women who spoke there got their travel paid for. The black women who spoke there were expected to actually pay to speak there. And I was like, "What do I do?" And I knew that if I spoke up about this publicly, I could face financial loss. But then I also understood that my silence serves no one. So I fearfully spoke up about it publicly, and other women started coming out to talk about, "I, too, have faced

this type of pay inequality." And it started a conversation about discriminatory pay practices that this conference was participating in. I felt like I was the domino the time I read a disturbing memoir by a public figure and wrote a piece about it. I knew this person was more powerful than me and could impact my career, but I was like, "I've got to do this. I've got to sit at the edge of this plane," maybe for two hours. And I did. And I pressed "Publish," and I ran away.

And I came back to a viral post and people being like, "Oh my God, I'm so glad somebody finally said this." And it started a conversation about mental health and self-care, and I was like, "OK. Alright. This thing that I'm doing, I guess, alright, it's doing something." And then so many people have been the domino when they talk about how

they've been assaulted by powerful men. And it's made millions of women join in and say, "Me Too." So, a shout-out to Tarana Burke for igniting that movement.

People and systems count on our silence to keep us exactly where we are. Now, being the domino sometimes comes down to being exactly who you are. So, I've been a shady somebody since I was three.

This is me on my third birthday. But I've been this girl all my life, and I feel like even that's been the domino, because in a world that wants us to walk around as representatives of ourselves, being yourself can be a revolutionary act. And in a world that wants us to whisper, I choose to yell.

When it's time to say these hard things, I ask myself three things. One: Did you mean it?

Two: Can you defend it? Three: Did you say it with love? If the answer is yes to all three, I say it and let the chips fall. That's important. That checkpoint with myself always tells me, "Yes, you're supposed to do this." Telling the truth -- telling thoughtful truths -- should not be a revolutionary act. Speaking truths to power should not be sacrificial, but they are. But I think if more of us chose to do this for the greater good, we'd be in better spaces than we are right now. Speaking of the greater good, I think we commit ourselves to telling truths to build bridges to common ground, and bridges that aren't based on truth will collapse. So it is our job, it is our obligation, it is our duty to speak truth to power, to be the domino, not just when it's difficult --

especially when it's difficult. Thank you.

Getting stuck in the negatives _and how to get uns Transcriber: Tijana Mihajlovi Reviewer: Ellen Maloney Hi everyone. Gosh, I wish I could dance, but I can't, and you really don't want me to. So instead I thought I would talk a little today about how people think. I'm fascinated by this question. I'm a social psychologist, which basically means I'm a professional people watcher. So, this is what I do; I try to figure out how humans think and how we might be able to think better. Here's something I noticed a few years ago about how I seem to think; here's a typical week in my life, which usually seems to revolve entirely around publishing papers. So here I am, at maximum of my artistic abilities as a stick figure, going along at baseline, and a paper gets accepted. I get this rush, this blip of happiness,

and then I'm back to baseline by about lunch time.

A few days later, a paper might get rejected, and that feels pretty awful. And I wait for that blip to end, but somehow I just can't stop thinking about it. Here's the craziest part: even if another paper gets accepted the next day, well, that's nice, but somehow I can't get that pesky rejection out of my head. So, what is going on here? Why does a failure seem to stick in our minds so much longer than a success? Together with my colleague Amber Boydston in the Political Science Department, I started thinking about this question, this question of, "do our minds get stuck in the negatives?" We all know intuitively that there are different ways of thinking about things. The same glass, the saying goes

can be seen as half-full or half-empty. There's a lot of research in the social sciences showing that depending on how you describe the glass to people, as half-full or half-empty, it changes how they feel about it. So if you describe the glass as half-full, this is called the gain frame, because you're focusing on what's gained, then people like it. But if you describe the same glass as half-empty, a loss frame, then people don't like it. But we wondered what happens when you try to switch from thinking about it one way to thinking about it another way. Can people shift back and forth, or do

they get stuck in one way of thinking about it? Does one of these labels, in other words, tend to stick more in the mind? Well, to investigate this question, we conducted a simple experiment. We told participants in our experiment

about a new surgical procedure, and we randomly assigned them to one of two conditions. For participants in the first condition, the first group, we described the surgical procedure in terms of gains; we said it had a 70% success rate. For participants in the second group, we described the procedure in terms of losses; we said it had a 30% failure rate. So it's the exact same procedure, we're just focusing people's attention on the part of the glass that's full, or the part of the glass that's empty. Perhaps unsurprisingly, people like the procedure when it's described as having a 70% success rate, and they don't like it when it's described as having a 30% failure rate. But then we added a twist: we told participants in the first group, "You know, you could think of this as a 30% failure rate."

And now they don't like it anymore; they've changed their minds. We told participants in the second group, "You know, you could think of this as a 70% success rate", but unlike the first group, they stuck with their initial opinion; they seemed to be stuck in the initial loss frame that they saw at the beginning of the study. We conducted another experiment. This time we told participants about the current governor of an important state who is running for re-election against his opponent. We again had two groups of participants, and we described the current governor's track record to them in one of two ways. We said that when the current governor took office, statewide budget cuts were expected to affect of about 10,000 jobs, and then half of the participants read that under the current governor's leadership 40% of these jobs had been saved.

They like the current governor; they think he is doing a great job. The rest of the participants read that under the current governor's leadership, 60% of these jobs had been lost, and they don't like the current governor; they think he's doing a terrible job. But then, once more, we added a twist. For participants in the first group, we reframed the information in terms of losses, and now they didn't like the current governor anymore. For participants in the second group, we reframed the information in terms of gains, but just like in the first study, this didn't seem to matter. People in this group still didn't like the current governor. So notice what this means. Once the loss frame gets in there, it sticks. People can't go back to thinking about jobs saved once they thought about jobs lost.

So in both of these scenarios actually the current governor gets ousted in favor of his opponent. At this point we were getting curious: why does this happen? Could it be that it's actually mentally harder for people to convert from losses to gains than it is for them to go from gains to losses? So we conducted the third study to test how easily people could covert from one frame to another. This time we told participants, "Imagine there's been an outbreak of an unusual disease and six hundred

lives are at stake." We asked participants in one group, "If a hundred lives are saved, how many will be lost?" And we asked participants in the other group, "If a hundred lives are lost, how many will be saved?" So everyone just has to calculate 600 minus 100, and come up with the answer of 500

but whereas people in one group have to convert from gains to losses in order to do that, people in the second group have to convert from losses to gains. We timed how long it took them to solve this simple math problem, and what we found was that when people had to convert from gains to losses, they could solve the problem quite quickly; it took them about 7 seconds on average. But when they had to convert from losses to gains, well now it took them far longer, almost 11 seconds. So this suggests that once we think about something as a loss, that way of thinking about it tends to stick in our heads and to resist our attempts to change it. What I take away from this research and from related research is that our view of the world has a fundamental tendency to tilt toward the negative.

It's pretty easy to go from good to bad, but far harder to shift from bad to good. We literally have to work harder to see the upside of things. And this matters. So, think about the economy. Here's economic well-being from 2007 to 2010. You can see it tanked, just like we all remember, and then by late 2010 it has recovered by most objective measures. But here's consumer confidence over the same time period. You can see it tanks right along with the economy, but then it seems to get stuck. Instead of rebounding with the economy itself, consumers seem to be psychologically stuck back there in the recession. So oddly then, it may take more effort to change our minds about how the economy is doing than to change the economy itself. On the more personal level, what this research means to me

is that you have to work to see the up-side. Literally, this takes work, this takes effort. And you can practice this; you can train your mind to do this better. There's research out at UC Davis, showing that just writing for a few minutes each day about things that you're grateful for can dramatically boost your happiness and well-being, and even your health. We can also rehearse good news and share it with others. We tend to think, right, that misery loves company, that venting will help get rid of our negative emotions, that we'll feel better if we just talk about how terrible our day was. And so we talk, and we talk, and we talk about the boss whos driving us crazy, and that friend who never called us back, and that meeting at work where every little thing that could go wrong, did.

But we forget to talk about the good stuff. And yet, that's exactly where our minds need the most practice. So, my husband who has this disconcerting habit of listening to what I say other people should do, and then pointing out that, technically speaking, I'm a person, too,

has taken to listening to me for about two minutes on days when I come home all grumpy and complaining about everything, and he listens, and he says, "Okay, but what happened today that

was good?" So I tell him about the student who came up to me after class with this really interesting, insightful question, and I tell him about the friend who emailed me out of the blue this morning just to say, "hello". And somewhere in the telling,

I start to smile, and I start to think that maybe my day was pretty decent after all. I think we can also work in our communities to focus on the upside. We can be more aware that bad tends to stick. One mean comment can stick with somebody all day, all week even, and bad tends to propagate itself, right? Somebody snaps at you and you snap back, and you snap at the next guy, too. But what if the next time somebody snapped at you, you forgave them? What if the next time you had a really grumpy waitress, you left her an extra large tip? Our minds may be built to look for negative information and to hold on to it, but we can also retrain our minds if we put some effort into it and start to see that the glass may be a little more full than we initially thought.

Thank you.

Great Leadership Begins with Three Commitments _ P in the 1860s and 70s one of the most popular people in the United States wasn't even an American he was a Frenchman whose name was Jean Francois but he was better known by his stage name the Great blondin at what made blondin great blondin was an acrobat and a tightrope Walker and he did something that no one had ever done before he went to Niagara Falls a beautiful and dangerous place and he threw a two inch wide tightrope across the falls and walked across it safely with 25 000 people in attendance over the course of years London would come back to Niagara Falls and he would do something more daring every time the next time he might be blindfolded the time after that he literally sat down in the middle of his Crossing and and made himself an omelet another time he took a camera and took a

photograph of the purses on the other side of the falls every time something more daring something more unique something creative and astounding and his Fame grew and grew and grew and then after one particular Crossing with an assembled crowd there screaming his name chanting his name he calmed the crowd and he said I'm going to do something more daring than I've ever done before do you believe that I could do it and they yelled back We believe We Believe and then he said I'm going to take someone on my back and I'm going to cross the Falls safely do you believe that I can do it and they all screamed We Believe We Believe and when they said we believe Gravely looked at them the great blonde and looked at them and smiled and he said which one of you will be that person which one of you will be that person

and there was silence until finally one person did come forward it was actually his manager and that moved London very deeply but blondin did take him on his back and they did cross the Falls safely I've been fascinated with this story since the day that I first read it fascinated with it because I do not

understand why more people didn't line up to go with London across the falls and the obvious answer would probably be well they didn't trust him but that can't be true they had seen him again and again and again and again do something outstanding do something creative do something bold and every time be successful it couldn't be that they didn't trust him so the reason they didn't go was probably because they didn't trust themselves and they probably didn't trust themselves because they had ignored a fundamental lesson about leadership

and life and that is you cannot lead other people unless you can learn to lead yourself first until you can lead yourself leading others is nearly impossible and until you can lead yourself listening for invitations and accepting invitations is also very difficult I've been studying leadership for years I've been mentored by amazing leaders I have served with many amazing leaders and I believe that there are three commitments that all exceptional leaders make that allow them to self-lead and thus allow them to make daring change possible in the world and the first of these commitments is to Value consistency over intensity we read stories every day in the news about the epidemic of anxiety and sadness that's impacting the world today especially among young people the parents as well this is clear

and the reasons for that are many and I'm going to get into all of that social media plays A Part obviously but I believed an overlooked contributor is simply the fact that so many young people today are exhausted from throwing themselves into every class every activity every relationship as if it's the last one they will ever have and I believe that the reason for this is because most people and especially young people overestimate what you can do in a short period of time maybe it's a month two months three months and underestimate what you can accomplish and what you can achieve in a year or two years or three years and when you only believe that you can overestimate your contribution in the moment that only leads to exhaustion because you need to do by definition two months worth of work in one month or one year worth of work in eight months and it leads to sadness

exhaustion frustration and exceptional leaders know that leadership is a long game and that your contributions your consistent contributions every day a little bit every day is going to give you the ability to far surpass the contributions of your intensity so let's remember to Value consistency over intensity there is a place for intensity but if you're intense all the time going 100 all the time and under resting all the time I would invite you to consider a daring change in your life and maybe the daring change will be pulling yourself back slowing down a bit and taking a Long View it might make a huge difference in your life the second commitment that exceptional leaders make is that they are motivated by higher standards and not by shame

motivation is simply another word for energy we need motivation we need energy to make daring

things happen in the world to make good things happen in the world but what are your motivations are you motivated to have higher standards and grow into higher standards to reach things that are just out of your reach to do things that are just beyond your capability to grow into the person you can be tomorrow or are you motivated by a need to please other people all the time or need to perform for people all the time or need to prove over and over and over again your worthiness by achieving all in some made-up fantasy that you would like to be perfect and let's be clear two leaders who have those motivations look the same on the outside they look the same on the outside and they about

both accomplish amazing things on the outside but on the inside those different motivations are going to lead down two very different paths two very different destinies and this was never more clear to me than when I was 16 years old and we discovered as a family that my father had terminal brain cancer and would be dead within a year and during that year I learned many things but nothing more powerful than the lesson I learned on a cold winter night when I'd broken a promise to my mother and I drove home and I got out of the car only hoping that my mother would be asleep so I wouldn't have to speak with her that night and as I snuck into the side door into the kitchen took off my shoes closed the door gently walking through the kitchen into the dining room trying to be as quiet as I could my heart sunk when I heard the master

bedroom door open and I heard my mother coming down the hall and then I saw her coming down the stairs to greet me in the dining room with one lonely light to light the way and my mother was so exhausted so tired but she wasn't angry she stood in front of me quietly for a moment I stood there quietly for a moment the only thing I could hear was my father snoring and her tears started to flow and she gestured up over her shoulder towards the bedroom and she said Son your father is dying upstairs is this best you can do is this the best you can do and she turned around just walk back upstairs and as I stood there in that lonely light alone tearing up I have to admit I felt shame I felt disconnected I felt unworthy in that moment but then in the

days and the weeks and the months after that I recognized that my mother's question to me was not meant to shame me but was meant to invite me to self-leadership it was inviting me to have a higher standard and that lesson that she gifted me with all those years ago has stayed with me to this moment on this stage where I'm sharing it with you foreign believed that I could do better tomorrow than I did today my mother believed that I could grow into a more compassionate person tomorrow than I was today my mother believed that I could be smarter tomorrow than I was today she gifted me with a higher standard she did not shame Me by Perfect standards or by an expectancy to perform all the time and during that very very difficult year this point in my life say I feel nothing but gratitude which leads me to my third point the third commitment that exceptional leaders make is that they practice gratitude

every day and notice that I'm using the word practice and I'm using that word intentionally it's not enough to feel gratitude we have to practice gratitude every day what we get better at we practice we need to practice but most people only practice gratitude when they're feeling good things in life when they get an A on a test when a relationship is going when they when they get a promotion at work and that's fine but life isn't only about the good pieces and when can we learn to be grateful and practice gratitude for even the frustrations the setbacks the failures we're not grateful for the failure but can we be people of gratitude in the midst of the failure can we be people of gratitude in the midst of a setback and when you are grateful for all of your life all of your life the things that are going well and the things that are challenges two things

are going to happen to you I guarantee it the first thing is when you practice you're going to figure out that there are patterns to your gratitude you're going to figure out patterns you're going to see gratitudes in your life again and again and again and you can be drawn by those gratitudes like a spotlight illuminating a path and suddenly what you consider to be maybe moving towards a job now becomes a mission in your life because of gratitude the other thing that's going to happen when you're grateful for all of it all of it is that you will become generous people you cannot be grateful for all the good things in your world and all the negative things in your world without being a person of generosity and in 2023 we have Global problems that require your generosity your generosity your generosity of your mind the generosity of your heart the

generation of your contribution we cannot afford anyone being small you need to be the best most complete beautiful version of yourself not in a perfectionistic way but in a higher standard way so let's commit ourselves to consistency over intensity so that we don't burn out let's commit ourselves to be motivated by higher standards that we can grow into rather than being motivated by deficit mentality or shame or this need not a desire a need to please to perform to prove to be perfect and let's do all that swimming in a sea of gratitude and if we can commit ourselves to those three things I hope that if you are ever asked the question is this the best that you can do you'll be able to look that person in the eyes with compassion and love and give a full-throated and affirmative yes

thank you

Great Leadership Is a Network_ Not a Hierarchy _ G Before I start, I'd like to know who's in charge today? Is it me? Is it you? Is it someone behind the curtain? My point is, we think of leadership as a role for the few and the rest get to just lean back. Now, that, of course, might be OK for an event like this, but I believe that leadership by the few, it's not going to help us solve the problems ahead. These problems are complex and coming at us faster and faster. So we really need to get many minds together, more resources, more capabilities, and we need to do it effectively and sustainably.

What if leadership could be for the many? That's scary. And for all you leaders out there thinking it won't work, maybe in some cases it won't.

But when it does, we have better outcomes and happier people, with everyone leaning in, even if just a bit more. I'm a physicist turned management consultant working with global companies on strategy, artificial intelligence and digital transformation. I'm trained as an engineer, so when I started in this job, everything was new to me. And I have to admit something. At work, whenever a task is my idea, I do it a bit better than when it's someone else telling me.

Unless, of course, it's my boss. Then I might feel like slowly proving it doesn't work.

Being curious and complacent, I often ask: Why do we do things this way? Most times I do find good answers, but whenever the answers seem outdated, I try to come up with new solutions. Like with leadership.

A typical view of leadership is a hierarchical organization chart. Either you're a leader or you're not. Most people are being led, not taking lead. Communication often flows from top to bottom along just one line, which means it doesn't match the complexity of problems which move in several directions at once. Decisions are left to one person, the leader, who, being only human, can become a bottleneck of speed and scale. They can miss new ideas, diverse capabilities and potential that exist all over the chart. So in a network instead, everyone's in charge and we replace power of the few with influence of the many. Sure it looks more messy, but I'd argue more beautiful, more multi-dimensional, more dynamic, more like nature. I believe this model can help us do more

and be less dependent on each individual. Which means it's resilient, and progress is sustainable. To empower many more to lead, to move leadership from the few to the many, we each need to let go of a bit of power. Now that's uncomfortable. So let's talk about how. The first thing we can do is remove labels. Now, imagine your co-worker, Lin, says "We need creative input." And Joe goes, "Let's ask accounting."

Said no one, ever.

But maybe we should. Labels take many forms and shapes like functions, titles, genders, nationalities, educational backgrounds. They are everywhere and help us recognize things. And sometimes we even work hard to get that label, so they are comfortable.

But labels come with a high cost of boxing people in, not enabling us to grow outside those boxes. We need to think about diverse skill sets and perspectives as we set teams. But once we have, what

if you for a second forgot who's from marketing or who's the data scientist or who's the leader? I have at least been amazed by surprising capabilities in our teams. You don't know what you don't know. Well, you also don't know what others know. Accounting might actually have a great marketing idea. Now that we have gotten rid of those labels, I have another uncomfortable idea for you. Share everything. We've learned to share a lot of things like rides, scooters, even our homes. But when it comes to work, we so often end up sitting on information and resources

for ourselves. And have you ever thought to yourself: I can't ask that, it's too stupid? Yeah? Or maybe you've tried withholding information thinking it would give you an advantage?

Or, you know, the feeling of, "Had I just known that, I would have done so much better." Let's imagine a team working together on a green transition strategy, and the following conversation is inspired by a team I was part of. And Amine says he's working on a list of emission reduction levers. He's stuck, asking for help. Isabelle goes, "Do you have this data set?" Lisa: "Oh, stated something similar. Shall we combine?" Peter: "Another market worked on this - did you meet?" This is leadership. Not in the hierarchical sense, but in the sense of taking lead

for solving a problem by listing questions and involving people. Leadership is not about giving answers. It is asking the questions. It is daring to show vulnerability. Information is power and information is everything, like questions, but also data, context, emerging insights, work in progress, even water cooler conversations. Sharing means less one-on-one communication, much more crowdsourcing and co-creation in the open, transparent space, real time. And with more upheaval than you might naturally think of. Wait. Doesn't that get really messy, even chaotic? Well, we are used to information overload already. I'm guessing you don't read everything on social media, and you know quickly how to navigate your way to what's relevant to you.

And if you catch yourself thinking, I can't share that, I want you to test again and ask, why? Because the upside of sharing everything is huge. We can leverage the power of the crowd much better when we all have context. It's faster due to less waste and duplicate work and conflicting input in one-on-ones. But also because we can parallelize work and not just work sequentially. It drives better quality when we capture ideas day and night and when we distribute quality assurance across the full team. But the best of it all, we get greater ownership through early involvement of people like customers and stakeholders, avoiding that classic show-and-tell, the one-way presentation. You can probably tell I could go on and on, but there is one more uncomfortable thing we have to do. Be nice to each other.

Kindness. Sure, you say. But in the moment, isn't it easier throwing someone else under the bus? And have you tried the opposite of kind, the unkind leader, the one who happily shares blame but

not shine? Or the pretend kind leader. Like, I know its Friday afternoon, and I need this by Monday 8 am. But don't spend your weekend on it."

Kind or unkind becomes especially clear when someone makes a mistake. Now take Sara, she spotted a mistake, a quite significant one. Now Sara is brave and shares that instantly with the full team. Wow, the replies. Bharat goes, "Thanks for sharing. That takes courage." Samuel, "Better now than never." Jenny, "No mistakes would mean we weren't moving fast enough." The formal leaders in this conversation,

they didn't think much about it when this happened, but the team members have later come back and said that this was a truly defining moment for the team culture. They felt safe, a sense of growth mindset and trust that we have each other's back. The team members also encourage each other, whether it's "love it," "spot on" or cute emojis. This matters. People so often roll their eyes when we talk about kindness, but even small words go a long way. This doesn't mean lowering the bar or avoiding difficult conversation. In fact, kindness allows us to take up even trickier topics. And the results? Well, good projects deliver on time as expected. Honestly, I think we all know projects that really don't. But by removing labels, sharing everything and being kind, you started seeing a spike.

Though more bumpy, we now get exponential growth. Results are much better and unexpected. Like the team I introduced you to. People couldn't believe the impact and ownership we created. In just eight weeks. And we've seen this across many different problems and very different desired outcomes. Changing how we work, we found amazing results. Even early on in pilots, 80 percent of our people said they experienced more value delivered. Sixty percent found better individual sustainability, work-life balance. And this is in a company known for high-performing teams. When everyone is a leader, it allows us to do more and do it better. Now imagine we took the formal leader out of the team. That's in fact, what happened as I went on maternity leave a few months back. Nothing happened. The team just went on.

Even this talk, I didn't come up with the ideas on my own. Many people did. It was crowdsourced and co-created from day one. Distributed leadership is a movement that goes beyond the traditional leader. People are much more likely to do things if they feel a sense of ownership and "it was my idea" versus being told what to do. We need to create leaders, not followers. Now, none of this is magic, but it won't happen if traditional leaders block it. We can't afford having anyone sitting back these days with complex problems coming at us quickly and constantly. We need to tap into everyone's knowledge and creativity. Labels and hierarchies, hiding information, consolidating power, being unkind or pretend kind. That's not going to help us do what we need to to create a better future.

So when I now ask you, who's in charge, whos the leader today? I want you all to raise your hands.

Yes, you.

Thank you.

Great leadership starts with self-leadership _ Lar

good afternoon today I want to share with you my leadership Utopia and when I was discussing this with a friend of mine he was asking leadership in Utopia would we even need leadership in Utopia isn't Utopia finally the place and the moment where we can get rid of all of these leaders and live free well I don't know I think in uh Utopia there will be humans hopefully and if they're humans they will hopefully still be social beings as well and whenever there are social beings they come together as well and form sometimes groups sometimes organizations as well and when there are these organizations then I think the words of Peter draa are true only three things happen naturally in organizations friction confusion and under performance therefore you don't need

anything but everything else requires leadership so I do think also in Utopia we should look at a leadership but the question is what kind of leadership should we look at the hero model of leadership where the shining star is the ideal person I don't know today I want to explore with you a different kind of leadership and for this I want you to do a little thought experiment think about the best leader you have ever worked with take a couple of seconds think about that person what did he or she do say and so on now all of you will have experienced other people but I would dare to say I don't think you will have things like well you know the way that person yelled at me in the morning that was excellent that was that was just brilliant the way and I wanted always have more probably not probably that person would have done different things and I want to explore that together with you now I do think leadership is an interesting thing and sometimes it's over glorified but

whenever you you become a leader and I had the chance to lead small teams large organizations nonprofit profit organizations whenever you become a leader you have like a Rendezvous with reality leadership is a bit like parenting right you have all these visions and ideas what you will do and then you're in the moment and then what I would call the leadership problem formula kicks in and probably the people you have thought about just as second ago have mastered this formula what does that formula look like every leader and every of you who has ever been in a leadership position might have face these challenges I think every leader faces the leadership problem formula and that goes TLT times people times power first one is TLT which for me stands for too little time there's just not enough time to do things and you can't pass it around oh somebody will take care of it no it's you and then you need to do something and what many people then fall back in is what I would call The

Headless Chicken syndrome they

run around and say oh no no you do that you do that you do that you do that and that might then not be the greatest leadership then comes as well people all leaders have to deal with people and for me I'm always reminded of my very first official leadership position more than 10 years ago so I would have my first direct reports and the first direct report was coming into the room and I had it all lined up I had the vision I had the team spirit I had the story to tell basically and that was a very assertive young gentleman who came to me and said L that's all nice but I have a question for you actually I studied the email policy of the company and you know I have a motto I live by and I always include this and I have this for the past five years I always include this in my email signature can I do this as well in this company and there I was with all my stories and with all my vision and so on I was like what is that what leadership is all about so was studying the manuals for two hours and so on finally we said

okay let's go ahead with this one but everybody who's ever leaded will see like it's not always about the Glorious and shiny things it's all about the little things the little discussion that we have to do the last element is power that's an interesting one there's a very interesting study done University of Berkeley in 98 and they brought in random students and selected them randomly in groups of three and from these groups of three two of them had to do a two-hour assignment and one of them was randomly assigned to be the supervisor and then as social science experiments goes there was a special twist to it at half an hour the researchers then brought in cookies and of course it was videotaped and then they observed what happens actually there they had some hypothesis and sure enough the people who were randomly assigned to be supervisors significantly ate more the cookies but not only this they actually left significantly more of the

breadcrumbs as well on the table like I'm this and it was very visually measurable and that it shows after 30 minutes of random status higher status this power thing kicks in it's something within as in humans and I think that is also something to be need to take care of now I do think these are the classic leadership problems that are not very often taken care of but I think in a Utopia we need to address those so how do we do that what is the way out for this one I think we need to travel back in time actually almost 1800 years to Rome to a person called Marcus Aelius now some of you might know Marcus Aelius Marcus Aelius is one of the predominant figures of the stoic School of philosophy the stoics like the Zen of the West almost but Marcus Aelius is interesting for leadership because he was running a little like you know little side business also on the side he had a little side job in Moonlighting he was and that's why on the Statue he's also you see in there on a horse as well he

was at the time as well on top of being a philosopher he had the side job of being the emperor of

Rome at the time and the historian William Irvine calls him actually the true Beacon of enlightened leadership he was supposed to be one of the last of the five good Kings of Rome now Marcus aelius what we know of him said things like this the happiness of your life depends on the quality of your thoughts he said so act virtuous use your time well and be cheerful then when you drop from life's tree you will drop like ripe fruit now can you imagine these words being Ed by some of the leaders like Trump and so on today most likely not really what did he do and we know a couple of things that were transmitted from this one I think that is a sign for Utopia leadership that we can dive into he was focusing a lot of his time on an field which I would call Self leadership leading oneself first before going out and leading others and I think that in my leadership

challenge has helped me enormously to actually face some of the challenges of the leadership um formula that I've shared with you the founder Visa de hwan said if you want to lead invest at least 40% of your time in leading yourself first before you go out to others now now how do you do that and what I want to share with you are a couple of strategies that I've tested that I've worked with and so on to really try to see what can we do with that field of self- leadership the first strategy and the first field of self- leadership that is out there is self awareness when you become a leader it's actually some of the crucial things to be self-aware of yourself but it's getting more and more difficult any of you have ever been a leadership in a leadership position if you've ever asked tried to ask for feedback that's not so easy h you ask like hey team hey group do you have some feedback and very often what you encounter is this silence like in these ancient western

movies with these dust balls come on some feedback yeah brilliant everything's fine and you know no that's not right well there I mean you're signing the the the paycheck basically and they're like no great brilliant now there are some ways on of course to learn to ask also for better feedback but one of the things I think every leader can do is to check that for themselves and one of the tools that I have is what I would call the character traits check a character traits check you can do that on a rainy Sunday and do the following ask yourself for example what was the worst leader that you ever had and then think what your face does then with this this is me reflecting upon this and then go further and ask like what did he or she do actually to be such a worst leader did he yell or did she yell or did he maybe withhold information when I was was doing this exercise I was like well that bad leader withholding information and here comes now the trick and this tool give yourself a score from one to

five for yourself how good are you for example at sharing or withholding information how bad are you at this one and for me that was like oh I'm actually not very good at this so what is my plan to move that up to become very good at this one because we what we find bad in others very often resonates also with ourselves one of the key things to do from time to time but if you do that you will see also the way Trail effect you do that the next morning you're fully engaged but then like one of

these trails at the beginning it's very sharp but later on it goes it fades away and that's why what you can do is a strategy that Marcus aelius did every day and that is self-reflection taking just a couple of minutes during the day and thinking about the challenges that you have achieved but also that you are maybe about to have during the day Marcus radios was famous for doing that in the night for me this five minute reflection sometimes in the evening sometimes off in the morning going to

pan having a quick coffee and then just opening my black book and just asking couple of questions what are the challenges that I'm about to say how did my leadership go yesterday how would the leader I would like to be do and face the challenges that I'm about to face today then asking this and putting this answer in just one or two minutes of those actually the interesting studies University of California just one or two minut minutes of those can help raise your your compassion level as well for others and maybe beat that cookie problem that we've talked about easier earlier as well before self-reflection 2 to five minutes and then we come to the last one and that is self-regulation you know you've done your awareness you've done your reflection but you still will encounter the moments you will still encounter the meeting the the discussions that you have where people come in who've promised you yes I will do everything I will have everything

ready and they come in the room and say and let's talk it like let's talk what the report you said it was ready oh oh sorry I don't have this and all the other things the people who challenge you think they should be on your side and you should be on the other side and so on and all these moments where that you will face as a leader when these moments you think that stop doing this do what I told you now this is of course not the best leadership but how do we do best through that self-regulation and one tool that has helped me enormously is what is called reframing reframing is a simple tool where you think like when you have this this coming up like I want you to know you stop and ask yourself for one to two seconds well on a scale from 1 to 10 how important is that issue right now with 10 being really my life goal so to speak where is that if it's a 10 well then you better engage really fully in it but maybe very often it's more like a two or three and so on and that reframing that taking a

step back can help you enormously and actually addressing the situation small strategies small things but what I would encourage you to do is think about this when you have a leadership position invest this time in self-awareness self-reflection self-regulation and self- leadership in general before you go out and Lead others because very often we hear about leadership like people want to lead others we want to do everything but why not start first leading yourself I think if we all did this this will lead to leadership Utopia that we can strive for and I think we can start all by doing now and hopefully if you all start doing now and some asked in 10 20 years maybe in our Utopia the question who was the best leader that you've ever worked with then maybe they think of you thank you

Grief_ What Everyone Should Know _ Tanya Villanuev you have to get over this stop Halloween

he's gone and he's never coming back and you have to let him go you're still not over it can you imagine saying this to someone who's loved one just died after my fiancée Sergio died after he heroically gave his life at the World Trade Center on September 11th 2001 I heard these harsh words sometimes from others and a lot of times I said them to myself I recently met a 33 year old woman whose fiancé had suddenly died three months before I was also 33 when Sergio died so it was very easy for us to connect and talked with fully about our grief and she told me how she was really really struggling that all she wanted to do was lay down and cry because the pain was so unrelenting and how exhausting it was trying to maintain a brave face for

everyone else around her and how she couldn't focus at work and how lost and completely disconnected she felt from the woman she was the happy and productive woman she was before he died I told her that all of what she was feeling resonated so deep with my own experience and it comforted her and gave her a sense of relief even that she wasn't going crazy I asked her to tell me a bit about her fiancée and she lit up she told me how sweet he was that he would that he loved to wash her hair which made her feel so beautiful and so loved and I told her a little bit about Sergio and how funny we were together and how all of these years later I can still hear his laughter remembering all of the crazy stuff we used to do I asked her about the support she was receiving and she told me how completely devastating it was when she decided to go home for Christmas and she drove hours and hours from yeah

me too me too New York only to be greeted at the door by her mother who said don't come in here with that sadness her mother also told her that it was time to move on and that she should really start dating again and this was just weeks after her fiancé died I told her about the time I was walking down the street and a neighbor who I barely knew grabbed me to tell me I know exactly how you feel my husband was there too and as she pulled me into her body she couldn't continue to say well he was my ex-husband and he got out but I do know exactly how you feel because that waiting was so hard and it was such a tragic thing that happened and you're so young and you know you really have to move on and then my friend told me that someone else in her family told her that she cried too much she was going to get cataracts and the craziest thing happened I started to have these amazingly vivid visions of tackling each and every one

of those people and pinning them down and with a nice open hand smacking sensations of them but I'm not a violent person and in the words of Maya Angelou when you know better you do better and I know that for the most part these comments are well intentioned because it's in our nature to want to fix things for people who are hurting including ourselves and I also know that these this line of reasoning comes from either a blissful ignorance of not having someone close to us died and not really knowing the truth about grief or the outdated approach to grief which calls for us to be strong pick ourselves back up and carry on with life as usual whatever the reason and however well

intentioned I've learned firsthand that telling someone how to grieve is not helpful and in fact causes more harm than good it puts horrible horrible pressure on the person from making them feel as if there's something wrong with them for feeling whatever it is that they need to

feel in order to get through it so I'm here today to share a bit of wisdom that I've learned in the last 15 years about grief with the hopes that I can take away some of that pressure on anyone who is struggling with the loss of someone they love and I also hope to shed a little light for those who are wanting to know how to serve how to support someone they love who is grieving the first thing is that grief is not something that occurs in five stages which flow neatly on a linear timeline that is over in one year too many of us have been duped into believing that once we go through denial anger bargaining depression and acceptance and that usually takes about a year that grief is going to be over the dark days at least well it's false the actual process and timeline for grief is unique to the individual because we are all wired differently and we all have different situations and circumstances that will impact our ability to move forward after devastating loss

many of us who are struggling with grief that relate better to an ocean metaphor here we are on this beautiful beach and we're relaxing on a beautiful lounge chair and life is beautiful and we're drinking our delicious coconut water and we're laying back and the sun is shining on our face and all of a sudden a tidal wave just slams down on us and it crushes our heart and then we're violently yanked into an unforgiving ocean and it's dark and you can't breathe because your heart is so crushed and you can't get air and you're just trying to keep your head above water and you can't eat or sleep when you're being thrown around like that and when you don't breathe well or eat well or sleep well you can't function well and when you can't function well everything becomes difficult to do thankfully though we can put on a life jacket and fasten it with hope and the inspiration of those who have crossed those oceans before us and the support of our family and our friends a

good grief counselor and a community of others who are facing similar loss however it is that we choose to stay afloat it is up to us to navigate those rough seas to discover new joy to regain our self-confidence and our sense of purpose and to courageously dive into that ocean again and again becoming more resilient along the way and with time we can find our way back toward calmer waters and a better more empathetic version of ourselves grief much like the ocean never ends it ebbs and it flows it shifts and it changes and we'll never know when we're going to get hit with another wave and with each wave I can't stress this enough it's it's crucial that we got to feel it to heal it the work of grief and it is extremely hard work involves leaning into that pain and

turning over every uncomfortable emotion and having them validated until we reach some sense of resolution grief needs to be shared not judged and words such as you must miss him I'm here for you this must be so hard you will get through this are enough to help support a person who is

grieving if we give ourselves and others the space to grieve in whatever way they need to we need to without judgment we're not only honoring the eternal love that binds us with those who have died we are also helping in the process of bringing meaning to their lives and our continued existence without them now two of the things that I really struggled with a lot during the early years of my grief journey the first was this whole idea that we have to move on well we don't move on we move forward grief is not losing someone is not like losing a job or an experiencing of failure that we move on from instead we learn to live with the pain of our loss and

we move forward when we are ready carrying the love inspiration of our loved ones and memories with us the other thing that I had a really really hard time with was this whole notion of letting go you have to let him go what I've learned is that the only things that we have to let go of are our expectations of the future we were planning on having with our loved ones we have to let go of our fear our guilt our shame and any other negative self-talk which will which can get in the way of our healing we do not have to let go of our memories or of our love or of the idea we can no longer create new memories with our loved ones as long as we speak their names and share their stories we get to create new memories with our loved ones we don't have to let go in order let go of that love in order to bring new love and joy in we get to keep that love forever and we can add to that love

knowing that joy and sorrow can coexist I'm living proof of that I am grateful to say that I've been living happily now for almost 11 years with my other loves of my life my wonderful husband Ray and our two daughters I want to share this quote with you and whoever wrote it really deserves a standing ovation grief is the last act of love we can give to those we loved where there is deep grief there was great love grief is a sacred rite of passage and should be respected as such it is a hero's journey filled with deep dark sorrow messy twists and turns courageous battles love joy and unexpected surprises through the darkness of grief we see the light of love which transcends depth and with all of the pain that grief raised it can also bring us gratitude for the gift of time we had with our loved ones the amount of which will always be too short and for the

pain which we would endure again and again because that pain as a result of loving someone so much that it hurts to let their physical presence go when we really take in this profound truth that grief is an act of love it is that much easier to be gentler with ourselves and others who are going through it and I want to leave you with this last thought this is the biggest lesson that I learned in grief grief is a big kick in the ass reminder that no one gets out alive no one gets out alive we are not guaranteed tomorrow or the next minute for that matter so I want you to ask yourselves are you living a life filled with meaningful connections and are you being the best person you can be for yourself for the people you love for that person who needs a helping hand for our world the truth is that every one of you in this room right right now is going to inevitably be the person that someone

will grieve over so I want you to ask

yourself what are you doing now to inspire and strengthen those you love to keep living without you when you're gone how do you want to be remembered and how will you want your loved ones to be treated when they are grieving over you if you keep the answer to this question in mind then maybe just maybe we'll never have such a harsh response to grief again

Grit_ The Power of Passion and Perseverance _ Ange Transcriber: Joseph Geni Reviewer: Morton Bast When I was 27 years old, I left a very demanding job in management consulting for a job that was even more demanding: teaching. I went to teach seventh graders math in the New York City public schools. And like any teacher, I made quizzes and tests. I gave out homework assignments. When the work came back, I calculated grades. What struck me was that IQ was not the only difference between my best and my worst students. Some of my strongest performers did not have stratospheric IQ scores. Some of my smartest kids weren't doing so well. And that got me thinking. The kinds of things you need to learn in seventh grade math, sure, they're hard: ratios, decimals,

the area of a parallelogram. But these concepts are not impossible, and I was firmly convinced that every one of my students could learn the material if they worked hard and long enough. After several more years of teaching, I came to the conclusion that what we need in education is a much better understanding of students and learning from a motivational perspective, from a psychological perspective. In education, the one thing we know how to measure best is IQ. But what if doing well in school and in life depends on much more than your ability to learn quickly and easily? So I left the classroom, and I went to graduate school to become a psychologist. I started studying kids and adults in all kinds of super challenging settings, and in every study my question was,

who is successful here and why? My research team and I went to West Point Military Academy. We tried to predict which cadets would stay in military training and which would drop out. We went to the National Spelling Bee and tried to predict which children would advance farthest in competition. We studied rookie teachers working in really tough neighborhoods, asking which teachers are still going to be here in teaching by the end of the school year, and of those, who will be the most effective at improving learning outcomes for their students? We partnered with private companies, asking, which of these salespeople is going to keep their jobs? And who's going to earn the most money? In all those very different contexts, one characteristic emerged as a significant predictor of success. And it wasn't social intelligence.

It wasn't good looks, physical health, and it wasn't IQ. It was grit. Grit is passion and perseverance for very long-term goals. Grit is having stamina. Grit is sticking with your future, day in, day out, not just for the week, not just for the month, but for years, and working really hard to make that future a

reality. Grit is living life like it's a marathon, not a sprint. A few years ago, I started studying grit in the Chicago public schools. I asked thousands of high school juniors to take grit questionnaires, and then waited around more than a year to see who would graduate. Turns out that grittier kids were significantly more likely to graduate, even when I matched them on every characteristic I could measure,

things like family income, standardized achievement test scores, even how safe kids felt when they were at school. So it's not just at West Point or the National Spelling Bee that grit matters. It's also in school, especially for kids at risk for dropping out. To me, the most shocking thing about grit is how little we know, how little science knows, about building it. Every day, parents and teachers ask me, "How do I build grit in kids? What do I do to teach kids a solid work ethic? How do I keep them motivated for the long run?" The honest answer is, I don't know.

What I do know is that talent doesn't make you gritty. Our data show very clearly that there are many talented individuals

who simply do not follow through on their commitments. In fact, in our data, grit is usually unrelated or even inversely related to measures of talent. So far, the best idea I've heard about building grit in kids is something called "growth mindset." This is an idea developed at Stanford University by Carol Dweck, and it is the belief that the ability to learn is not fixed, that it can change with your effort. Dr. Dweck has shown that when kids read and learn about the brain and how it changes and grows in response to challenge, they're much more likely to persevere when they fail, because they don't believe that failure is a permanent condition. So growth mindset is a great idea for building grit. But we need more. And that's where I'm going

to end my remarks, because that's where we are. That's the work that stands before us. We need to take our best ideas, our strongest intuitions, and we need to test them. We need to measure whether we've been successful, and we have to be willing to fail, to be wrong, to start over again with lessons learned. In other words, we need to be gritty about getting our kids grittier. Thank you.

Happiness is all in your mind_ Gen Kelsang Nyema a Transcriber: Adrienne Lin Reviewer: Hannah Ximenes Alright, my friends. Hello. Hello. So I want to start off with a few questions. And I know a lot of other presenters have already asked you questions, and they've been kind of hard questions. But the questions I'm going to ask you are very, very simple. And I promise you'll be able to answer these. Alright, are you ready? For your first one? Okay. Your first question is -- you don't have to answer out loud: Are you having a good day? Okay, got your answer? Alright. My second question for you is: Why? If you're having a good day, why are you having a good day?

Or if you're having a bad day, why are you having a bad day? So I have one more question for you. This should be the easiest one of all. My last question is: Tomorrow, would you rather have a good day, or would you rather have a bad day? Do you have your answer for that one? What about the day after tomorrow? What about Sunday? Let's see. Yeah, that's right. Tomorrow's Saturday. Sunday. How about Monday? Would you like to have a good day or a bad day on Monday? Tuesday? Wednesday? Thursday? Friday? This time next week? A good day or a bad day? So that last question, like I said, is probably the easiest one for us to answer, because we know the answer to that, don't we? We want to have a good day,

everyday. Did anyone in the room answer, "Yes, I want to have a bad day on Monday"? Of course not. We all want to have a good day everyday. So this is really speaking to the type of happiness that we all wish for in our heart of hearts. We have a good day when we're happy, and we want to be happy everyday. There's never a day when we don't want to be happy. But whether or not we have good days or bad days really depends upon how we answered the second question. Do you remember the second question? What was the second question? "Why?" Why am I having a good day? Why am I having a bad day? So one thing that my teacher says -- his name is Geshe Kelsang Gyatso -- and he says that, "Much of the time our mind is like

a balloon in the wind, blown here and there by external circumstances." Do you know that feeling? He says when things are going well, when they're going our way, we feel happy. But then if something goes wrong, for example, he says, "If we're forced to work with a colleague that we dislike," but I'm sure none of you have colleagues you dislike, right?

He says if we're forced to work with someone we dislike, or if something doesn't go our way, then our happy feeling disappears. So as long as our answer to the question "why am I having a good day?", or "why am I having a bad day?" Because you know, this is a question people ask us like, maybe when you get home today, someone will go, "So how was that TED thing?" "Did you have a good day?"

And we'll say, "Yeah, I did." "There's this lady, and she talked to us about how we need to be compassionate towards former inmates, and there's this performer who did this awesome beat-boxing thing with his mouth, you know, this person, and that person." As long as our reasons for why we had a good day are a list of external conditions, then we're not going to have this stable happiness that we all want. Does that make sense to you? Because if that's what our happiness depends upon -- because we cannot control people and circumstances every single day -- then our happiness will be in the hands of others, won't it? It'll be at the whim of our circumstances. So if you really wish to have a good day everyday, we've got two things we need to do. So the first thing that we need to do is we need to stop

outsourcing our happiness and outsourcing our unhappiness on the people and circumstances. In other words, we need to stop attributing our happiness to what's going on externally, and we need to stop blaming others, -- especially blaming others -- for our unhappiness. So for as long as we do that, as long as we're making it the job of people and circumstances to make us happy, or as long as we're making it their fault when we're unhappy, our happiness will be very unstable, and illusive. Our second job is to actively cultivate a source of peace and a source of happiness coming from inside our own mind. So here's something I want you to commit to memory. Are you ready? This is another line from one of my teacher's books, where he says,

"Happiness and unhappiness are states of mind; and therefore their real causes cannot be found outside the mind." So if we have a peaceful state of mind, we will be happy regardless of people and circumstances. If our mind is unpeaceful or agitated, then even if we have very good circumstances, we'll find it impossible to be happy. So, in other words, it's not what is happening that is making us happy or unhappy; it is how we are responding to those things that determines whether we're happy or unhappy. It is what our state of mind is like that determines our happiness or unhappiness. So how are we going to do this? So we can all understand this intellectually. It's not rocket science, is it? It's not hard to understand. And maybe, to a certain extent,

as I tell you these things, you're like, "Yeah , I knew that already." "I knew that already." But how do we actually do it? How do we actually cultivate this stable peace of mind that we can rely upon, regardless of the external circumstances? So this is really where meditation comes into play. And I would say I would need a whole other TED talk -- hint, hint -- in order to really do this subject of meditation justice. But for our purposes today, we can say that meditation is a mental action. It's the mental action of concentrating on a peaceful positive state of mind. If we do that, we concentrate on a peaceful positive state of mind, then we can say we're meditating, whether that's like this, right? See, actually, you don't know if I'm meditating or not, because I could be thinking

about my grocery list.

It's only meditation if I'm actually focusing on a positive peaceful state of mind. But the trick is, I can do it like this. This is called formal meditation. But we can also learn to do this all the time in our daily life. See, here's a perfect opportunity.

We concentrate on a mind of patience. We're not disturbed, not unhappy. So why don't we try it now? Are you up for it? Just a short meditation. According to the clock, I've got three minutes left, so this is going to be a very brief one. But let's actually try it, let's try to tap into our own potential for a peaceful positive state of mind. So now, I'll ask you to just sit comfortably, and place your feet flat on

the floor, and your hands within your lap. And then you can lightly close your eyes

and become aware of the sensation of your breath, at the tip of your nose. And as you breathe out, you can imagine you're breathing out any agitation, any mental busyness, any frustration or unhappiness in your life. Breathing it all out, like dark smoke. And as you breathe in, you can imagine and believe that you're breathing in a clear, bright light, which is a very nature of inner peace. And you can imagine that this clear, bright light fills your entire body and mind. And for a few seconds, simply enjoy this inner peace coming from within. And now, as we finish, just be determined to bring this inner peace with you into the rest of your day to benefit yourself

and others. So now, we rise from meditation. Thank you very much.

Hard work_ works _ Israel Whitley _ TEDxAuckland

it was on a sunny summer Sunday afternoon a few too many beers in a one kid team to eat a pizza I got a phone call from my sister and my sister I called Bujji the phone call it was it phone call that realistically changed my life forever I pick up the phone and I say buzz you woody and she goes Israel I like bushy and she goes Israel bears being found did those words a word I'll never forget in while said instantly broke my heart I knew for me personally that it was really important of how I came back from the situation like that it was important for me to implement what my dad had taught me growing up and that was to work hard while Saucony has nothing to work hard for now I grew up in a humble home on the east coast of North Island a place called Gisborne I'd like to think I'm the better looking at my four siblings and what they'd like to think he's a bit of looking at phezzan 9 as well so as

you can imagine I've come from a big family a family that love and a family that mean the absolute world to me I got my first job at 12 years old I was mowing the lawn that Guzman gives high school so I wasn't really complaining I I got that job because my dad was a caretaker and one of his workers had fallen ill and there comes knocking on the door the next day and goes come on bad or after work getting complacent is sleeping in I so full of energy all your school up and off I go really looking forward to it and yeah so initially I wasn't complaining I was driving around an all-girls school and a big green John Deere checked out thinking I was the bee's knees but things change for me pretty quickly home life began so I more challenged that meat cookie than I could catch them my dad's temper started changing and shortening significantly day by day now I grew up chasing a footballing gene to get up and be a professional footballers all I ever wanted and I knew if I wanted to do that I had to get out of Gisborne

so that's why I did and I made the best decision my life at 16 years old to move up to Whistler Boys

High School on the North Shore of Auckland but it's a three card that I've been dealt with from the until now which I think have molded me into Who I am today and allow me to keep on keepin on card number one that's me my dad cut number one was lose my dad I lost my dad to what I believe is one of our country's biggest epidemics and net suicide now I'm not standing up here to try and get any sympathy or try and make it like I've lost my dad in a worse way that other people have lost theirs but on what I am standing up here to say is it New Zealand we need to encourage each other to talk a lot more than what we already are when I found out we're not reconnected with my family seven hours after getting that phone call it was like a light bulb went off in my mind now I'm instantly I knew that it was almost like a humid air talking to me to continue implement what he'd taught me growing up which was a work ethic and

the continued work hard when realistically there's not much to work hard towards so needs to stay focused I needed to remain disciplined and I needed to let John to something that meant a lot to me and that was football it was always me my dad's dream for me to play in the national league in New Zealand and it was probably more of my dad's dream and it wasn't mine but that's all I could let John to at the time so I implemented my work rate and 12 months later I ended up getting a contract in the National League and given that a go I want to see it fit I want to get fast I want to get strong a few close to me you know that fast was never really an option but I gave you a go anyway so despite significantly limited game time I was really proud of what I did was football and I know that my day would have been as well so that's my card number one this brings you on the card number two card number two for me was my game changer and in hindsight

realistically probably my best friend I weigh game in Hamilton just down the line from Auckland had me going to tie my shoelaces as you do I'm in the back of the bus and I sit back out and I get this incredibly sharp pain coming to my left ribcage and oh that's a pretty sharp estimate pain so you know I struggled with the estimate previously but I didn't think it was going to be anything more time I was young dumb I didn't think too much of it so I went and played that game man I'll tell you one thing right now that game that they I experienced most on Topsail painted my whole entire life but again I didn't think too much of it until later on that night we won the game so as you do you go out with your friends I'd miraculously found myself at McDonald's at 3:00 a.m. in the morning with a big McChicken burger with a perfect mantle yes and a perfect perfect amount of mayonnaise now just before I could sink my teeth into it I got the most excruciating pain coming from what it felt like the back left of my rib

cage and it was within a split second I knew something wasn't quite right so fast-forward 48 hours I was walking into the doctors to gunk it from what I thought was an estimate checkup and just as I was walking out after getting me all clear from my asthma the doctor said to me is he what we'll do is we'll just quickly pull you back and we'll run an ECG just to make sure that everything's okay

obviously I'm 21 years old so I'm thinking look nothing's going to be wrong here but I'm all right whatever let's do an ECG in fast for two minutes from getting all wired up that's me there on the on d-day so two minutes forward from there I didn't get told that I'd had heart attacks and I had to be rushed to hospital immediately I spent the week in hospital and at the end of that seven days I was sitting there just being diagnosed with a heart disease I'm a form of cardiomyopathy my heart was 27% larger than it should have been the footballing dream was all but over

I had no hope of playing ever again even if I wanted to so I had two life-changing events ones that I had no control of which left me in a bit of a vulnerable stage but then again it was all most important to me and I reminded myself pretty quickly how important it was to implement that hard work ethic and to remain disciplined and focus and anything I did so now this brings me to card number three card number three's my favorite card it's not like card number one it's not like card number two and C card number three was for me to look at it and think about what I wanted it to look like I incorporated alking labor hire three months after getting out of hospital I'd like to consider Auckland labor hires my firstborn child I loved it unconditionally I love waking up every day and helping it grow into a big positive beast expressing only the best environment and the construction sector in New Zealand today at school I failed my in say level one two and three I failed my UE and when I could get into

uni at 20 because a government lien for free when we near 20 I thought I'd go and have a devil but end up failing 40% of my papers here as well so it's kind of certainly a little bit lost really but then that lead me to getting Ashley consumed and completely committed to what Oakland labour hire could be now I don't have a why a lot of people talk about having a wine that's great if you've got ooh I think that's fantastic but I don't necessarily have a why but what I do have is I've got my dad's wedding ring my dad's wedding ring allows me to believe or know that whatever I'm about to go through what's coming up or near I've probably been through tougher or thereabouts it reminds me to be thankful for what I've come from but more importantly to be blessed from the men that I was lucky enough to call my dad for 20 years now I didn't have a choice when my dad killed himself I didn't have a choice when my body gave up on me but what I did have a choice was how I came back from it so thank you

How 3 words will change your life _ Johanna Feick I wish I had the courage to live life true to myself and not according to the expectations and wishes of others now not living life true to oneself is one of the top regrets of the elderly according to prony wear's famous book the top regrets of the Dy and I think we've all been there situations where we've given up on ourselves before we even started telling ourselves that we can't and then then we won't we live up to our own self-made prophecy I grew up in Germany I moved to a small town when I was a child the type of small town were even 10 years later people still consider it to be an outsider and I was a misfit my dreams of making it big

traveling the world and moving abroad they were seen as fairy tale beliefs as ridiculous maybe even as an offense and I was told that I can't that

people like us can't now for a long time in my life that used to be my go-to excuse Big Dreams and small ones alike I told myself that I can't their prophecy became my own until I decided to change now I can still remember that moment as vividly as if it was yesterday I was walking through the small forest in Spring a priest flowing around me circulating flower petals all in the air I felt as if I was in some sort of movie because that was the very moment I had some sort of epiphany I was fresh out of high school and I knew exactly what was expected of me it almost felt as if my entire life has been written out by someone else I have to study I have to find a stable job marry and have children but at the age of 19 that is not exactly what I want to do I want to travel the world and I want to learn about life and people and myself and I'm so young and hopeful and creative and full of ideas and yet again I am met with an all

too familiar reality I'm told that I can't that people like me can't but I I don't want to be confined by what other people want my life to look like so in that very moment standing in this small for Forest surrounded by all these pink beautiful flower petals I start entertaining a single thought how can I and I will I decide that I want to travel first so I start researching visa requirements cost of living airplane ticket all these things that I had absolutely nothing to do with until that time I researched it I made a plan I executed it and two months later I'm sitting in an airplane to South Korea all alone at 19 years old barely able to speak Korean knowing full well that just speaking English isn't exactly going to be enough and with just enough money in my pockets to last me for roughly two months the thought that I can was still just a concept inside of my mind it was unproven but I am determined to prove them and my own doubts

wrong and it works out I stay for the entire duration of my Visa 12 months in total I even travel to Thailand and Japan I pick up different odd jobs and ultimately even get my first real job as a marketing manager and I come back to Germany and I'm full of motivation I moved to a large city found a company and my team my co-founders and I we make it work by the age of 22 I'm already able to fulfill one of my dreams living my passion by Leading products and teams in Tech and now just a few years later I'm so grateful to be in a position where I can support other people on their journey by asking myself how can I I even gave myself the chance to prove that I can and I gave myself the chance to live life true to myself now finding out how you can it is quite the exciting journey and it's not an easy one but it is so worth it first we need to clearly identify what it is that we want in life but just knowing what you want is not enough you have to dig a little bit deeper perhaps you're familiar with Simon sy's famous tat talk

start with why and just like that we also need to start with why we need to ask ourselves why again

and again and again until we get to the bottom of what it is what we truly desire in life if you seek wealth and success because you're hoping that it will help you find love perhaps it will serve you better to seek love instead but even when we understand our why we get stuck so often I've seen this many times firsthand people having this Grand Vision of what they like life should be like but never really asking themselves how they can make it happen it almost seems as if the fear gap of asking ourselves how is as big as the fear of taking action itself if we don't ask ourselves how we can we can tell ourselves that everything we want in life is just a fairy tale belief that it is what it is and that nothing can be done and that can be oddly comfortable because we get to offload an entire portion of

responsibility we also get to avoid some sort of pain we don't ask someone that we like out on a date because we fear the rejection we don't switch careers even though we don't like our current one because we fear the failure and we don't live as our authentic self because we fear to be judged but that that also means that some decisions or even most decisions are going to be made for you and not by you and that can often lead to regret now that is not how it has to be like the things we desire the change that we seek it is always on the other side of our own comfort zone grow involves Growing Pains but only if we take the step to ask ourselves how we can will we be able to find ways that we can we might even realize that the reality that we created inside of our own mind is not the reality right in front of us and all around us we might also realize that all the rejection and the failure and the Judgment that we feared so much is

actually never going to happen now whenever we're talking about change we think we have to have a mindset change I used to think the exact same thing and perhaps you're thinking the same in this very moment that you have to change your mindset but the truth is as simple as it is hard you need to take action because action equals motivation and action is active change when I went to South Korea or when I started my first company I was not sure that I can I hadn't underwent some magical mindset change that gave me a 100% confidence score that I can do this I just decided to take action because I didn't want these experiences letting me pass by I decided to take action against my own doubts against the doubts of everyone around me and maybe even against all others but I gave myself the chance to learn how I can and in the same sense learning how you can consists of a step of actions first you have to decide what it is that you want to focus on now it doesn't matter whether that's a big or a

small thing it doesn't have to be someone that everyone else will perceive as crant it is just important that it is something that you are really passionate about something that you hold dear to your heart and then don't even go down the entire Rabbit Hole of self-doubt you don't even need to think about your goal in the context of whether you personally believe you can do it you just want to entertain the thought how someone would go about achieving this it's a little trick that's fairly

effective at least for me when I started my company I didn't know anything about managing or starting a company at all I didn't grow up in an entrepreneurial family and I didn't really have any mentors so the only thing in that moment that I could do was look for any type of information about this topic so I started reading through online articles guides YouTube videos and I collected all information that I could about how other people have done this I even found

a startup program where they teach you these type of things and I listed down every single thing that I found and I researched every single item until I had a pretty good understanding of what it is that needs to be done in theory for a company to succeed and after that I had enough information to start setting milestones for myself and breaking them down into actions for example setting up the legal entity of a company could be a milestone and things such as finding a lawyer preparing what questions you want to ask that lawyer and ultimately having the meeting with them and then have your follow-up items on your to-do list are potential things that you can do to make your dream come true step by step now no matter how big or small your goal is the Baseline of this always stays the same if you want to run a marathon for example you're most likely not going to sign up for the marathon and run it without any prior training you will most likely want to understand

everything that is connected to this specific goal how when and where do marathons happen what is your current Fitness level how do you need to train how often do you need to train what do you need to eat in order to get fit enough perhaps you'd even like to enlist a personal coach that will help you make your plan but ultimately the only way for it to turn into something real is by making this plan by setting the milestones and by creating these daily action items so you can take a step towards your goal every single day in terms of a marathon perhaps that's doing some stretches or going for a run and no matter again how big or small it is that you want to do as soon as you think it is impossible you need to go through this process because that's how you make it possible starting a company seems impossible calling up a lawyer to get some information or a tax consultant very possible on the other hand and that at the end of the day is

the answer to how you can you need to learn everything that comes with this goal and you need to turn it into an action plan and execute it that is the answer to the question and that is also the blueprint to life itself now whenever we take the first step honestly it's super scary no matter how often you do it but what is even scarier is having life pass you by because one thing is for sure if you take a step ahead show courage and go against your fears you're not going to regret the courage that you've shown but if you cover in front of your fear you're most likely going to regret not living life true to yourself so don't Be Your Own Prison don't tell yourself that you can't and don't let other people tell you what your life should look like instead I'd like to challenge you on this very evening to ask yourselves How can I sh

How Ethics Can Help You Make Better Decisions _ Mi I've been a television comedy writer for almost 25 years. I have written sketches and animated shows and sitcoms, but for the last decade, my real passion has been the study of ethics. It's a classic cautionary tale, right? You move to Hollywood, you get seduced by the bright lights and the fast cars, and before you know it, you're reading 18-century German philosophy.

I've always been an intense rule follower. When I was in kindergarten, our teacher would tell everyone to line up, and I would immediately line up and then I would look at all the other kids who were still goofing off, and I would think, "What are they doing? Did they not hear her,

she said to line up." I rinsed my mouth with mouthwash for at least 30 seconds every night, because on the label, it says "Use for 30 seconds." I know, I'm irritated by me, too.

But the real reason that I became interested in ethics is because in 2005, I royally and epically screwed something up. So, 2005, my wife JJ, driving along in slow-moving traffic bumps into the guy in front of her. Police officer looks everything over, doesn't see any damage, they exchange numbers and they go on their way. A couple days later, we get a notice that the guy wants 836 dollars because, according to him, the entire fender needs to be replaced. This is happening during Hurricane Katrina. JJ and I had just been

to New Orleans on a trip, we had really fallen in love with this beautiful city, which was now literally under water. I was very riled up. This was hitting me really hard. So I went and I looked at the guy's car, and if I got very close, and I strained my eyes, I could just barely see this little line on the crease. It looked like the mark you make with a pencil on the wall when you're trying to hang a picture. And I told the guy, essentially, that he shouldn't care about this. I told him that things like this were why car insurance rates in LA were so expensive. I told him that cars get little dings and dents all the time, and he was stupid to care about that. I told him that there were more important things in life than this, like Hurricane Katrina. And then I made him an offer. I said that I would donate 836 dollars

to the Red Cross Katrina relief fund in his name, if he agreed not to file this claim and fix his car. He said he would think it over. So I went back to work, and as very confident people want to do, I started telling all my friends about how awesome I was being.

And then they jumped in and started pledging more and more money if this guy would agree not to fix his car. So suddenly, it was 2,000 dollars, then it was 5,000 dollars. In like, a day and a half, I had pledges from hundreds of people, all across the country, of more than 25,000 dollars if this guy would agree not to file an insurance claim and fix his car. And by the way, he has no idea this is

happening. He is completely in the dark. I started a blog, where I gave people

hourly updates -- yeah.

It's beginning to dawn on you what a bad idea this is, right? I started a blog, gave people updates, I got media inquiries from news programs, from NPR. I had a dream of rescuing New Orleans by myself,

with nothing more than my computer and a fire hose of self-righteous anger. And then I started to feel sick to my stomach. And so did JJ, at the exact same moment. We both were suddenly overcome with this awful feeling that there was something very bad and wrong about what we were doing, but we could not pinpoint what it was. I just remember thinking, "Alright, I don't care about cars getting little dings and dents, but this guy does. Is that wrong somehow? I don't think that's wrong.

And also, is this little, tiny negotiation that we're in really worth all of this fury and rage and shame that I'm whipping up and sending in his direction? I don't think it is." So I did what any rational person would do in this situation. I started crying, and I hid under my bed.

And then, I started reading philosophy. And I started calling philosophy professors and asking them to talk this out with me. And in the process -- yeah, and they all, by the way, did it, because philosophy professors love talking about philosophy. The drop of a hat, they will all talk about philosophy with you. So in the process, I learn all of these incredibly wonderful theories that the smartest people who have ever lived

have developed over the last 2,500 years that help us make better decisions and become better people. For example, I learned about Immanuel Kant and the categorical imperative. So Kant says, when we're about to do something we have to design a rule or a maxim that we could will to be universal. Meaning, we have to imagine, what if everyone did what we're about to do, what would happen to the world? Would it be OK or would it get all screwed up? So the maxim I'm designing here is something like, anytime two people are in any kind of negotiation, one of them can drag into the negotiation an entirely unrelated global calamity

and tell the other person that they shouldn't care about whatever they care about, because they should care about that instead.

That world would suck, right? Like, your sister borrows five dollars from you, you ask for it back, she says, "How dare you care about five dollars when the polar ice caps are melting?" No one wants to

live in this world, right? Kant also says, by the way, that you should treat people as ends in themselves, and not a means to an end, meaning, you shouldn't use people to get what you want. Well, that's what I was doing. I also learned about Aristotle and the study of virtue ethics. So Aristotle says there's certain qualities we should all have. Things like generosity and courage and friendliness and mildness, and he wants us to practice them every day so that we not only have them, we have them in the exact right amount. We don't have a deficiency of them, and we don't have an excess of them. Now virtue ethics can be kind of,

maddeningly imprecise, but at the very least, it was pretty clear that I was exhibiting an excess of anger and maybe a deficiency of friendliness. I wasn't nailing it, is the point. Like, I definitely was not getting it exactly right. Then I learned about utilitarianism, made famous by Jeremy Bentham and John Stuart Mill. And this one actually gave me a shred of hope that I was doing something good, because utilitarians only care about the results of our actions, they only care that we are creating more happiness and pleasure than we are pain and suffering. So yes, I'm being obnoxious and moralistic, and I hand it to this guy, causing him some amount of pain, but an enormous amount of money is going to be given to people in great need. So the amount of happiness I'm creating outweighs the amount

of pain and suffering. But the utilitarians also said that when we're calculating the amount of happiness or pain we've created, we can't just think about the one person we're dealing with, we have to think about the fact that everybody in our society will now both know this happened and will fear that it could someday happen to them. And since we've already seen what a terrible, stinky world I was trying to create, everyone in our society would become a little bit bummed out and sad by what I did, and so the total amount of pain and suffering I've created might actually outweigh the happiness. I never got a straightforward answer, obviously, because Aristotle never wrote about, like, fender benders involving horse-drawn carriages in ancient Athens.

But at the very least, it sure felt like Jeremy Bentham and John Stuart Mill would be a little disappointed in me. And it sure felt like Aristotle would be a little annoyed, and it sure felt like Immanuel Kant would wave a disapproving finger at me. And if all of the world's greatest philosophers are on one side of a debate, and you are on the other side ...

You fucked up, OK.

So I called the guy. I apologized profusely, I told him the entire story. He was very kind and forgiving, which was an enormous relief to me. I told him I had already cut him a check, which was in the mail. I went back to the blog, I told everybody the outcome. Most people, not all, but most of them, thought it was a pretty happy outcome.

I encouraged them to give money to the Red Cross anyway, because giving money to hurricane victims is a nice thing to do, and in the end, more than 25,000 dollars was indeed donated to the Red Cross Hurricane Katrina relief efforts. Don't applaud that, because that's the happy result of a bad event. So why did this embarrassing, miserable mistake that I made make me want to continue to study moral philosophy? If I told you that you were going to be on Jeopardy, how would you prepare? You would read some trivia books and flip through a world atlas. If I told you that you were going to take a half-court shot at an NBA game for the chance to win 50,000 dollars, how would you prepare? You would get a basketball,

you would go to the YMCA and you would practice hucking up half-court shots. Well, you're probably never going to be on Jeopardy. You are probably never going to take a half-court shot at an NBA game for a chance to win 50,000 dollars. But you will, I guarantee it, at some point, become embroiled in a complicated, confusing, ugly, gut-wrenching moral dilemma. That is just a fact of life on Earth. There will be a dilemma in which there is no clear rule to follow. There is only a kind of, vague investigation and everything you do seems like it might be wrong. So how do you prepare for that? By reading theories of ethics and understanding what they say, what they mean, how they purport to help us make better decisions

and become better people. And by the way, just reading these theories is no guarantee that you will actually make the right choice when you're inside one of these complicated and tangled ethical dilemmas. You can take all the practice half-court shots you want at the YMCA, but when you set foot on the floor of the NBA arena, and there are 15,000 screaming fans, you're probably still going to throw up an air ball, right? But if you've prepared, you will increase your odds of success. You will increase the chances that you sink the shot or that you at least get the ball close enough to the rim that you don't embarrass yourself and become a meme.

Understanding ethical theories

is how we increase our chances of success at simply being human beings who have to negotiate with other human beings. And to me, there is nothing more important than that. Thank you.

How Falling Behind Can Get You Ahead _ David Epste so I'd like to talk about the development of human potential and I'd like to start with maybe the most impactful modern story of development many of you here have probably heard of the 10,000 hours rule maybe you even model your own life after it basically it's the idea that to become great in anything takes 10,000 hours of focused practice so you'd better get started as early as possible the poster child for this story is Tiger Woods his father famously gave him a putter when he was 7 months old at 10 months he started imitating

his father's swing at 2 you can go on YouTube and see him on national television fast-forward to the age of 21 he's the greatest golfer in the world quintessential \$10,000 story another that features a number of best-selling books is that of the three polgár sisters whose father decided to teach them chess in a very technical manner from a very early age and really he wanted to show that with a head start

and focused practice any child could become a genius in anything and in fact two of his daughters went on to become Grandmaster chess players so when I became the science writer at Sports Illustrated magazine I got curious if there's 10,000 hours rules correct then we should see that elite athletes get a head start in so-called deliberate practice this is coached error-correction focused practice not just playing around and in fact when scientists study elite athletes they see that they spend more time in deliberate practice not a big surprise but they actually when they actually track athletes over the course of their development the pattern looks like this the future elites actually spend less time early on in deliberate practice in their eventual sport they tend to have what scientists call a sampling period where they try a variety of physical activities they gain broad general skills they learn about their interests and abilities and delay specializing until later than peers who plateau at

lower levels and so when I saw that I said gosh that doesn't really comport with the 10,000 hours rule does it so I started to wonder about other domains that we associate with obligatory early specialization like music turns out the patterns often similar this is research from a world-class music of me and what I want to draw your attention to is this the exceptional musicians didn't start spending more time into the practice than the average musicians until their third instrument they too tended to have a sampling period even musicians we think of as famously precocious like yo-yo ma he had a sampling period he just went through it more rapidly than most musicians do nonetheless this research is almost entirely ignored and much more impactful is the first page of the book Battle Hymn of the tiger mother where the author recounts assigning her daughter violin nobody seems to remember the part later in the book where her daughter turns to her and says you picked it not me and largely quits

so having seen this sort of surprising pattern in sports and music I started to wonder about domains that affect even more people like education an economist found a natural experiment in the higher ed systems of England and Scotland in the period he studied the systems were very similar except in England students had to specialize in their mid teen years to pick a specific course of study to apply to ORS in Scotland they could keep trying things in university if they wanted to and his question was who wins the trade-off the early or the late specialized errs and what he saw was that the early specialized jump out to an income lead because they have more domain-specific skills the late specialized errs get to try more different things and when they do pick they have better fit or

what economists call match quality and so their growth rates are faster by six years out they erased that income gap meanwhile the early specialized errs start quitting their career tracks in much higher numbers essentially because they were

made to choose so early that they more often made poor choices so the late specialized errs losing the short term and win in the long run I think if we thought about career choice like dating we might not pressure people to settle down quite so quickly so this got me interested seeing this pattern again in exploring the developmental backgrounds of people whose work I had long admired like Duke Ellington who shunned music lessons as a kid to focus on baseball and painting and drawing or Maruyama Mirza Connie who wasn't interested in math as a girl dreamed of becoming a novelist and went on to become the first and so far only woman to win the Fields Medal the most prestigious prize in the world in math Vincent van Gogh had five different careers each of which he deemed his true calling before flaming out spectacularly and in his late 20s picked up a book called the guide to the ABCs of drawing that worked out okay Claude Shannon was an electrical engineer at the University of Michigan who took a philosophy course

just to fulfill a requirement and in it he learned about a near century-old system of logic by which true and false statements could be coded as ones and zeros and solved like math problems this led to the development of binary code which underlies all of our digital computers today for finally my own sort of role model Frances Hesselbein this is me with her she took her first professional job at the age of 54 it went on to become the CEO of the Girl Scouts which she saved she tripled minority membership added a hundred and thirty thousand volunteers and this is one of the proficiency badges that came out of her tenure it's binary code for girls learning about computers today Frances runs a Leadership Institute where she works every weekday in Manhattan and she's only a hundred and four so who knows what's next we never really hear developmental stories like this do we we don't hear about the research that found a Nobel laureate scientists are 22 times more likely to have a hobby outside of work as our

typical scientists we never hear that even when the performers of the work is very famous we don't hear these developmental stories for example here's an athlete I've followed here he is at age six wearing a Scottish rugby kid now he tried some tennis some skiing wrestling his mother was actually a tennis coach but she declined to coach him because he wouldn't return balls normally he did some basketball table tennis swimming when his coaches wanted to move him up a level to play with older boys he declined because he just wanted to talk about pro wrestling after practice with his friends and he kept trying more sports handball volleyball soccer badminton skateboarding so who is this dabbler this is Roger Federer every bit as famous as an adult as Tiger Woods and yet even tennis enthusiasts don't usually know anything about his developmental story why is that even though it's the norm I think it's partly because the Tiger story is very dramatic but also because it seems like

this tidy

narrative that we can extrapolate to anything that we want to be good at in our own lives but that I think is a problem because it turns out that many Golf is a uniquely horrible model of almost everything that humans want to learn Golf is the epitome of what the psychologist Robin Hogarth called a kind learning environment kind learning environments have next steps and goals that are clear rules that are clear and never change when you do something to get feedback that is quick and accurate work next year will look like work last year chess also a kind learning environment the grandmasters advantage is largely based on knowledge of recurring patterns which is also why it's so easy to automate on the other end of the spectrum are wicked learning environments where next steps and goals may not be clear rules may change you may or may not get feedback when you do something it may be delayed it may be inaccurate and work next year may not look like work last year so which one of these sounds like the world we're

increasingly living in in fact our need to think in an adaptable manner and to keep track of interconnecting parts has fundamentally changed our perception so that when you look at this diagram the central circle on the right probably looks larger to you because your brain is drawn to the relationship of the parts in the whole whereas someone who hasn't been exposed to modern work with its requirement for adaptable conceptual thought will see correctly that the central circles are the same size so here we are in the wicked work world and they're sometimes hyper specialization can backfire badly for example in research in a dozen countries that matched people for their parents years of education their test scores their own years of Education the difference was some got career focused education and some got broader general education the pattern was those who got the career focused education are more likely to be hired right out of training more likely to make more money right away but so much less adaptable in a changing work

world that they spend so much less time in the workforce over all that they win in the short term and lose in the long run or consider a famous 20-year study of experts making geopolitical and economic predictions the worst forecasters were the most specialized experts those who'd spent their entire careers studying one or two problems and came to see the whole world through one lens or mental model some of them actually got worse as the accumulated experience and credentials the best forecasters were simply right people with wide-ranging interests now in some domains like medicine increasing specialization has been both inevitable and beneficial no question about it and yet it's been a double-edged sword a few years ago one of the most popular surgeries in the world for knee pain was tested in a placebo controlled trial some of the patients got sham surgery that means the surgeons make an incision they bang around like they're doing something then they sew the patient back

up that performed just as well and yet surgeons who specialize in the procedure continue to do it by the millions so if hyperspecialization isn't always the trick in a wicked world what is that can be difficult to talk about because it doesn't always look like this path sometimes it looks like meandering or zigzagging or keeping a broader view it can look like getting behind but I want to talk about what some of those tricks might be if we look at research on technological innovation it shows that increasingly the most impactful patents are not authored by individuals who drill deeper deeper deeper into one area of technology as classified by the US Patent Office but rather by teams that include individuals who have worked across a large number of different technology classes and often merged things from different domains someone whose work I've admired who was sort of on the forefront of this a Japanese man named gunpei Yokoi Yokoi didn't score well in his electronics exams at school so he had to settle for a low tier job

as a machine maintenance worker at a playing card company in Kyoto he realized he wasn't equipped to work on the cutting edge but that there was so much information easily available that maybe he could combine things that were already well-known in ways that specialists were too narrow to see so he combines some well-known technology from the calculator industry with some well-known technology from the credit-card industry and made handheld games and they were hit and it turned this playing card company which was founded in a wooden storefront in the 19th century into a toy and game operation you may have heard of it it's called Nintendo yokoi's creative philosophy translated to lateral thinking with withered technology taking well-known technology and using it in new ways and his magnum opus was this the gameboy technological joke in every way and it came out at the same time as color competitors from Sega and Atari and it blew them away because Yokoi knew

what his customers cared about wasn't color it was durability portability affordability battery life game selection this is mine that I found in my parents basement seen better days but you can see the red light is on I flipped it on and played some Tetris which I thought was especially impressive because the batteries had expired in 2007 and 2013 so this breadth advantage holds in more subjective realms as well in a fascinating study of what leads some comic book creators to be more likely to make blockbuster comics a pair of researchers found that it was neither the number of years of experience in the field nor the resources of the publisher nor the number of previous comics made it was the number of different genres that a creator had worked across and interestingly abroad individual could not be entirely replaced by a team of specialists we probably don't make as many of those people as we could because early on they just look like they're behind and we don't tend to incentivize

anything that doesn't look like a head start or specialization in fact I think in the well-meaning drive for a head start we often even counter productively short circuit even the way we learn new material

at a fundamental level in study last year 7th grade math classrooms in the US were randomly assigned to different types of learning some got what's called blocked practice that's like you get problem type a aaaa bbbbbb and so on progress is fast kids are happy everything's great other classrooms got assigned to what's called interleaved practice that's like if you took all the problem types and threw them in a hat and drew them out at random progress is slower kids are more frustrated but instead of learning how to execute procedures they're learning how to match a strategy to a type of problem and when the test comes around the interleaved group blew the block practice group away wasn't even close now I found a lot of this research deeply counterintuitive the idea that a

head start whether in picking a career or a course of study or just in learning new material sometimes undermine long-term development and naturally I think there are as many ways to succeed as there are people but I think we tend only to incentivize and encourage the tiger path when increasingly in a wicked world we need people who travel the roger path as well or is the eminent physicist and mathematician and wonderful writer Freeman Dyson put it and he Dyson passed away yesterday so I hope I'm doing his words honor here as he said for a healthy ecosystem we need both birds and frogs frogs are down in the mud seeing all the granular details the birds are soaring up above not seeing those details but integrating the knowledge of the frogs and we need both the problem Dyson said is that we're telling everyone to become frogs and I think in a wicked world that's increasingly short-sighted thank you very much you

How Great Leaders Inspire Action _ Simon Sinek _ T How do you explain when things don't go as we assume? Or better, how do you explain when others are able to achieve things that seem to defy all of the assumptions? For example: Why is Apple so innovative? Year after year, after year, they're more innovative than all their competition. And yet, they're just a computer company. They're just like everyone else. They have the same access to the same talent, the same agencies, the same consultants, the same media. Then why is it that they seem to have something different? Why is it that Martin Luther King led the Civil Rights Movement? He wasn't the only man who suffered in pre-civil rights America, and he certainly wasn't the only great orator of the day. Why him?

And why is it that the Wright brothers were able to figure out controlled, powered man flight when there were certainly other teams who were better qualified, better funded -- and they didn't achieve powered man flight, and the Wright brothers beat them to it. There's something else at play here. About three and a half years ago, I made a discovery. And this discovery profoundly changed my view on how I thought the world worked, and it even profoundly changed the way in which I operate in it. As it turns out, there's a pattern. As it turns out, all the great inspiring leaders and organizations in the world, whether it's Apple or Martin Luther King or the Wright brothers, they all think, act and communicate the exact same way. And it's the complete opposite to everyone else. All I did was

codify it, and it's probably

the world's simplest idea. I call it the golden circle. Why? How? What? This little idea explains why some organizations and some leaders are able to inspire where others aren't. Let me define the terms really quickly. Every single person, every single organization on the planet knows what they do, 100 percent. Some know how they do it, whether you call it your differentiated value proposition or your proprietary process or your USP. But very, very few people or organizations know why they do what they do. And by "why" I don't mean "to make a profit." That's a result. It's always a result. By "why," I mean: What's your purpose? What's your cause? What's your belief? Why does your organization exist? Why do you get out of bed in the morning? And why should anyone care? As a result, the way we think, we act, the way we communicate is from the outside in, it's obvious.

We go from the clearest thing to the fuzziest thing. But the inspired leaders and the inspired organizations -- regardless of their size, regardless of their industry -- all think, act and communicate from the inside out. Let me give you an example. I use Apple because they're easy to understand and everybody gets it. If Apple were like everyone else, a marketing message from them might sound like this: "We make great computers. They're beautifully designed, simple to use and user friendly. Want to buy one?" "Meh." That's how most of us communicate. That's how most marketing and sales are done, that's how we communicate interpersonally. We say what we do, we say how we're different or better and we expect some sort of a behavior, a purchase, a vote, something like that.

Here's our new law firm: We have the best lawyers with the biggest clients, we always perform for our clients. Here's our new car: It gets great gas mileage, it has leather seats. Buy our car. But it's uninspiring. Here's how Apple actually communicates. "Everything we do, we believe in challenging the status quo. We believe in thinking differently. The way we challenge the status quo is by making our products beautifully designed, simple to use and user friendly. We just happen to make great computers. Want to buy one?" Totally different, right? You're ready to buy a computer from me. I just reversed the order of the information. What it proves to us is that people don't buy what you do; people buy why you do it. This explains why

every single person in this room is perfectly comfortable buying a computer from Apple. But we're also perfectly comfortable buying an MP3 player from Apple, or a phone from Apple, or a DVR from Apple. As I said before, Apple's just a computer company. Nothing distinguishes them structurally from any of their competitors. Their competitors are equally qualified to make all of these products. In fact, they tried. A few years ago, Gateway came out with flat-screen TVs. They're eminently qualified to make flat-screen TVs. They've been making flat-screen monitors for years. Nobody bought one. Dell came out with MP3 players and PDAs, and they make great quality products, and

they can make perfectly well-designed products -- and nobody bought one. In fact, talking about it now,

we can't even imagine buying an MP3 player from Dell. Why would you buy one from a computer company? But we do it every day. People don't buy what you do; they buy why you do it. The goal is not to do business with everybody who needs what you have. The goal is to do business with people who believe what you believe. Here's the best part: None of what I'm telling you is my opinion. It's all grounded in the tenets of biology. Not psychology, biology. If you look at a cross-section of the human brain, from the top down, the human brain is actually broken into three major components that correlate perfectly with the golden circle. Our newest brain, our Homo sapien brain, our neocortex, corresponds with the "what" level.

The neocortex is responsible for all of our rational and analytical thought and language. The middle two sections make up our limbic brains, and our limbic brains are responsible for all of our feelings, like trust and loyalty. It's also responsible for all human behavior, all decision-making, and it has no capacity for language. In other words, when we communicate from the outside in, yes, people can understand vast amounts of complicated information like features and benefits and facts and figures. It just doesn't drive behavior. When we can communicate from the inside out, we're talking directly to the part of the brain that controls behavior, and then we allow people to rationalize it with the tangible things we say and do. This is where gut decisions come from.

Sometimes you can give somebody all the facts and figures, and they say, "I know what all the facts and details say, but it just doesn't feel right." Why would we use that verb, it doesn't "feel" right? Because the part of the brain that controls decision-making doesn't control language. The best we can muster up is, "I don't know. It just doesn't feel right." Or sometimes you say you're leading with your heart or soul. I hate to break it to you, those aren't other body parts controlling your behavior. It's all happening here in your limbic brain, the part of the brain that controls decision-making and not language. But if you don't know why you do what you do, and people respond to why you do what you do, then how will you ever get people

to vote for you, or buy something from you, or, more importantly, be loyal and want to be a part of what it is that you do. The goal is not just to sell to people who need what you have; the goal is to sell to people who believe what you believe. The goal is not just to hire people who need a job; it's to hire people who believe what you believe. I always say that, you know, if you hire people just because they can do a job, they'll work for your money, but if they believe what you believe, they'll work for you with blood and sweat and tears. Nowhere else is there a better example than with the Wright brothers. Most people don't know about Samuel Pierpont Langley. And back in the early 20th century, the pursuit of powered man flight was like the dot com of the day. Everybody was trying it.

And Samuel Pierpont Langley had, what we assume, to be the recipe for success. Even now, you ask people, "Why did your product or why did your company fail?" and people always give you the same permutation of the same three things: under-capitalized, the wrong people, bad market conditions. It's always the same three things, so let's explore that. Samuel Pierpont Langley was given 50,000 dollars by the War Department to figure out this flying machine. Money was no problem. He held a seat at Harvard and worked at the Smithsonian and was extremely well-connected; he knew all the big minds of the day. He hired the best minds money could find and the market conditions were fantastic. The New York Times followed him around everywhere, and everyone was rooting for Langley.

Then how come we've never heard of Samuel Pierpont Langley? A few hundred miles away in Dayton, Ohio, Orville and Wilbur Wright, they had none of what we consider to be the recipe for success. They had no money; they paid for their dream with the proceeds from their bicycle shop. Not a single person on the Wright brothers' team had a college education, not even Orville or Wilbur. And The New York Times followed them around nowhere. The difference was, Orville and Wilbur were driven by a cause, by a purpose, by a belief. They believed that if they could figure out this flying machine, it'll change the course of the world. Samuel Pierpont Langley was different. He wanted to be rich, and he wanted to be famous. He was in pursuit of the result. He was in pursuit of the riches. And lo and behold, look what happened.

The people who believed in the Wright brothers' dream worked with them with blood and sweat and tears. The others just worked for the paycheck. They tell stories of how every time the Wright brothers went out, they would have to take five sets of parts, because that's how many times they would crash before supper. And, eventually, on December 17th, 1903, the Wright brothers took flight, and no one was there to even experience it. We found out about it a few days later. And further proof that Langley was motivated by the wrong thing: the day the Wright brothers took flight, he quit. He could have said, "That's an amazing discovery, guys, and I will improve upon your technology," but he didn't. He wasn't first, he didn't get rich, he didn't get famous, so he quit. People don't buy what you do;

they buy why you do it. If you talk about what you believe, you will attract those who believe what you believe. But why is it important to attract those who believe what you believe? Something called the law of diffusion of innovation, if you don't know the law, you know the terminology. The first 2.5% of our population are our innovators. The next 13.5% of our population are our early adopters. The next 34% are your early majority, your late majority and your laggards. The only reason these people buy touch-tone phones is because you can't buy rotary phones anymore.

We all sit at various places at various times on this scale, but what the law of diffusion of innovation tells us is that if you want mass-market success or mass-market acceptance of an idea,

you cannot have it until you achieve this tipping point between 15 and 18 percent market penetration, and then the system tips. I love asking businesses, "What's your conversion on new business?" They love to tell you, "It's about 10 percent," proudly. Well, you can trip over 10% of the customers. We all have about 10% who just "get it." That's how we describe them, right? That's like that gut feeling, "Oh, they just get it." The problem is: How do you find the ones that get it before doing business versus the ones who don't get it? So it's this here, this little gap that you have to close, as Jeffrey Moore calls it, "Crossing the Chasm" -- because, you see, the early majority will not try something until someone else has tried it first. And these guys, the innovators

and the early adopters, they're comfortable making those gut decisions. They're more comfortable making those intuitive decisions that are driven by what they believe about the world and not just what product is available. These are the people who stood in line for six hours to buy an iPhone when they first came out, when you could have bought one off the shelf the next week. These are the people who spent 40,000 dollars on flat-screen TVs when they first came out, even though the technology was substandard. And, by the way, they didn't do it because the technology was so great; they did it for themselves. It's because they wanted to be first. People don't buy what you do; they buy why you do it and what you do simply proves what you believe.

In fact, people will do the things that prove what they believe. The reason that person bought the iPhone in the first six hours, stood in line for six hours, was because of what they believed about the world, and how they wanted everybody to see them: they were first. People don't buy what you do; they buy why you do it. So let me give you a famous example, a famous failure and a famous success of the law of diffusion of innovation. First, the famous failure. It's a commercial example. As we said before, the recipe for success is money and the right people and the right market conditions. You should have success then. Look at TiVo. From the time TiVo came out about eight or nine years ago to this current day, they are the single highest-quality product on the market, hands down, there is no dispute.

They were extremely well-funded. Market conditions were fantastic. I mean, we use TiVo as verb. I TiVo stuff on my piece-of-junk Time Warner DVR all the time.

But TiVo's a commercial failure. They've never made money. And when they went IPO, their stock was at about 30 or 40 dollars and then plummeted, and it's never traded above 10. In fact, I don't think it's even traded above six, except for a couple of little spikes. Because you see, when TiVo launched their product, they told us all what they had. They said, "We have a product that pauses

live TV, skips commercials, rewinds live TV and memorizes your viewing habits without you even asking." And the cynical majority said, "We don't believe you. We don't need it. We don't like it. You're scaring us."

What if they had said, "If you're the kind of person who likes to have total control over every aspect of your life, boy, do we have a product for you. It pauses live TV, skips commercials, memorizes your viewing habits, etc., etc." People don't buy what you do; they buy why you do it, and what you do simply serves as the proof of what you believe. Now let me give you a successful example of the law of diffusion of innovation. In the summer of 1963, 250,000 people showed up on the mall in Washington to hear Dr. King speak. They sent out no invitations, and there was no website to check the date. How do you do that? Well, Dr. King wasn't the only man in America who was a great orator. He wasn't the only man in America who suffered in a pre-civil rights America.

In fact, some of his ideas were bad. But he had a gift. He didn't go around telling people what needed to change in America. He went around and told people what he believed. "I believe, I believe, I believe," he told people. And people who believed what he believed took his cause, and they made it their own, and they told people. And some of those people created structures to get the word out to even more people. And lo and behold, 250,000 people showed up on the right day at the right time to hear him speak. How many of them showed up for him? Zero. They showed up for themselves. It's what they believed about America that got them to travel in a bus for eight hours to stand in the sun in Washington in the middle of August. It's what they believed,

and it wasn't about black versus white: 25% of the audience was white. Dr. King believed that there are two types of laws in this world: those that are made by a higher authority and those that are made by men. And not until all the laws that are made by men are consistent with the laws made by the higher authority will we live in a just world. It just so happened that the Civil Rights Movement was the perfect thing to help him bring his cause to life. We followed, not for him, but for ourselves. By the way, he gave the "I have a dream" speech, not the "I have a plan" speech.

Listen to politicians now, with their comprehensive 12-point plans. They're not inspiring anybody. Because there are leaders and there are those who lead. Leaders hold a position

of power or authority, but those who lead inspire us. Whether they're individuals or organizations, we follow those who lead, not because we have to, but because we want to. We follow those who lead, not for them, but for ourselves. And it's those who start with "why" that have the ability to inspire those around them or find others who inspire them. Thank you very much.

How I overcame depression by just sitting around _ depression can get to anyone it got me when I

was a teenager now it is incredibly difficult to explain depression to someone who's never experienced it before being depressed doesn't necessarily mean you'd want to take your own life more often than not it means you wouldn't mind if you just disappeared never to return but after trying and failing to explain this multiple times I discovered it really all boils down into one sentence I didn't want to die I just didn't want to live now I would get mad at myself because I felt like I had no reason to be sad or tired or depressed I had an amazing childhood I create friends I had a long-term girlfriend I had good grades in school and buy good grades I mean I knew exactly how much I had to study to get a solid 60% on the test when I was just shy of 16 years old I decided to tell a couple of friends I felt depressed I don't know what I

expected I think I fought just telling them would make me feel better they did not I noticed that people don't always know how to show their support to someone suffering from depression they want to show their support but how well let's talk about it there are multiple ways to show your support to someone suffering from depression four of which I will go into now the first method is what I called a good life method now when I told my friends about my depression a lot of them will react along the same lines they would say but Jonathan you have such a good life you have so much to be happy for why are you not happy look at that guy he has reasons to be unhappy but he's not so why are you now this didn't work out all that well because even though they had the best intentions it would always come across as why are you being such a crybaby and this didn't help especially because there's already mad at myself for feeling this way now the second method as what I call D oh thanks I'm cured now

method this is where someone will come up to me and say you know I was depressed once and I just stopped thinking about it and then I felt better and that's what they would tell me to do now these people almost always seem to forget that depression is an actual illness so it would be like telling someone with the flu have you tried you know not having the flu now the third method that's what I call to hear when you need to talk method these are usually close friends who are once know how you're doing nearly every waking minute of every day and for a lot of people this will help a lot of people really do just need that constant outlet to send - now I don't like to talk about my emotions a lot I listen to and make music as now look for these emotions so I rarely feel the need to talk to other people and this is where the fourth and last method comes in I called us to just sit here with me method now let me tell you about one of the most memorable moments of my life

I came home from school at about 1:00 in the afternoon because I rarely ever went to school for the full day said about the house for 30 minutes and a friend of mine Ramya he said Jonathan what the park we got music we got snacks we got a case of beer coming out with little hesitation I decided to join them and so we went to the park and all we did was sit there listen to music and drink a couple of beers Cheers the conversation was pretty much non-existent for the greater part of the afternoon

and when there was an ongoing conversation it was probably just incredibly shallow or incredibly funny and that's the part that worked for me being surrounded by friends who didn't treat me any differently because of how I felt they all knew about it and they all thought it would be best not to talk about it because if I wanted to talk about it I probably would have said something in these cases I was able to focus on the bad jokes my friends were telling me it was the first time that entire school year now I truly felt

happy for a moment now I don't do well on my own but I 5-1 and my friends I've learned that if I have the option to go and see French I should always take it it took a lot of time to start asking friends to hang out it even took a lot of time to start accepting these invitations but to me that one day in the park was a turning point I now knew my ability to feel happiness didn't disappear but a lot of the times I need friends around me to trigger the emotion and it's not about feeling truly happy all the time when you were friends it's more about being occupied in these cases my mind was able to focus on the stories my friends were telling me and intense calculations about how cold the coldest beer in the fridge should be by now now I came across all of these methods when I was depressed to just sit here with me method is the one that worked for me I'm really glad I found that out but there's one thing that worries me and that's that the first two methods the good life and the oh thanks I'm cured now method

are far more common than the last two and this worries me because these methods did more harm than good because in the end it wasn't the people who kept saying you'll be fine that held me for my depression and what's the people who just showed up sitting next to me and had a beer with me while watching sports so if you know someone someone like me or someone else suffering from mental issues go knock on their door bring a six-pack bring a slice of pizza and either be the ear they need to vent to or the person that would just sit there with them because sometimes your words may do more harm than good to just your presence might go a long way

How Long It Takes To Change Your Life__ Nwal Hada Transcriber: Reviewer: Gia Bo Nguyn Have you ever thought to yourself before going to sleep? Tomorrow is the day I'll change, tomorrow is the day I'll get up early in the morning, have a healthy breakfast, go for a morning jog, breath fresh air. Tomorrow is the day, I want to change to who I really want to be, The best version of myself. Well, change doesnt come easy. You have to incorporate certain habits in your life that all eventually lead to you becoming the best version of yourself. You also have to eliminate certain habits that are hindering your path. Well, how long will it take you to form a new habit or get rid of an old one? Most people will tell you

it takes exactly 21 days for a person to form a habit or get rid of an old one. I remember once in highschool, when my teachers told me: It takes exactly 21 days for me to form a new habit. And I

thought, this is my chance to become a bed maker. I thought that for the next 21 days, instead of getting up every day and yelling: Mom, please don't forget to make my bed today. I thought I'll do it myself. Day by day, early in the morning, 6 a.m. Even on days I was running late, I got up every morning and I made my bed. And I hated every second of it. And by day 22 I opened my eyes

and the first thing I did was say Mom please don't forget to make my bed today. I quit. and of course that was expected. And I thought, okay, maybe I'm just gonna be a little bit worse at life than bed makers. Whatever, I do not exaggerate, if I say that this 21 day theory is the most famous myth in the world of self-development. Let's dive a little into our theory to understand where the number 21 came from and the reasons for its spread in self-developmental books and courses. Dr. Maxwell Maltz was a plastic surgeon in the 1950s, when he began noticing a strange pattern among his patients. For example, in a nose job, he saw that the patient took exactly 21 days

to get used to start seeing his or her new nose. He also noticed that if a patient had an arm or leg amputated, the patient would acknowledge the feeling of their new limb for exactly 21 days before starting to get used with their new condition. Dr. Maltz published his theory in a book that went very famous in that era and sold over 30 million copies. And here, the conflict started brewing and it makes sense why people were starting to believe his theory. Why? Number one, the number 21 is considered a short period of time and that's also considered a short of temptation which means something you can do. Number two, the number 21 is also long enough to be believable

a difficult challenge but not impossible. I mean, who wouldn't love to change their whole life within just 21 days. Wouldn't you love to start waking up early in the morning every day? Wouldn't you love to start cooking healthy recipes? Wouldn't you love to start drinking weird smoothies? And all within less than one month! We'd go for it in a heartbeat. So is it true? Can we really change our lives within 21 days? I know that sounds very exciting, but there are actually a few factors you'd have to consider to be able to estimate the time and it will take you to form a new habit or to get rid of an old toxic one. Number one, is the complexity of your goal. If I decide to start eating fruit daily which is considered a simple habit,

I'd probably take less time than if I want to acquire a complex athletic skill, like a tennis serve. Number two, behavior consistency affects the speed of acquisition. Me repeating a certain behavior for 3 minutes a day is different than my friend repeating the same behavior for 30 minutes a day. So, we want to clear things up. How long will it take us to form a new habit or get rid of an old one? And is there a reliable study that we can depend on? Answer is yes. There is a famous study by the psychologist Philippe Lally, titled how our habits formed. The study followed 96 people over a period of 12 weeks. Each person chose a new 12-week habit to work on, such as, drinking 3 cups of water

before lunch or running for 15 minutes after dinner. After 12 weeks, the data was analyzed to determine the time needed to move from the old habit to start subconsciously carrying out the new one. And after 12 weeks, we found that it took approximately two to eight months, in order for the task to become a habit. And 66 days to be exact. The difference in time it took to form a habit was largely due to the task itself, the person, and their circumstances, as some were able to form the habit within 18 days while other is took 254 days. So, according to psychologist Lally If you want to know the time required to form a new habit or get rid of an old one, the truth is that you may need 2 to 8 months

and not just 21 days. Guys, whether it is two months, three months, a year, two years, it doesn't actually matter how long it takes as much as it matters that you have to begin with today. And once you begin, make sure to maintain your new habit, make it a part of your schedule, set reminders create a supportive environment and most importantly you don't have to be perfect, making a mistake once or twice has no lasting effects on your behavior. Actually, that will give you time not to rush yourself into things, you have to give yourself time and not just rush yourself into becoming a better version. If I want to become a better person, I will have to commit to the system and embrace the process.

That way, I will commit to making tiny improvements rather than rushing myself too hard into things. Change is not always easy and it is not always simple, but with enough dedication, any habit can be reshaped. So, if you really want it, becoming the best version of yourself, get up today and start working on it, I promise you all get there Thank you.

How Meditation Can Reshape Our Brains_ Sara Lazar Transcriber: Aura Raducan Reviewer: Elisabeth Buffard Good morning. So when I was in graduate school, I was a runner, and a friend and I decided that we're going to run the Boston Marathon. And so we started training and we overtrained, and I developed knee and back problems. So I went to see a physical therapist, and they told me that I had to stop running and instead I should just stretch. As I was leaving the physical therapist office, I saw an ad for a vigorous yoga class that promised not only to promote flexibility, but also to promote strength and cardiorespiratory fitness. So I thought, oh, well, this is a great way that I can stretch, but also remain in shape, and maybe I could even still run the Boston Marathon. So I went to the yoga class and I really enjoyed it, except when the teacher would make all sorts of claims, you know, all sorts of medical claims, but also claims about, oh, yes, it will help you... You'll increase your compassion and open your heart and I was just like... I remember my eyes would roll and... I think, yeah, yeah, yeah, I am here to stretch.

But what was interesting was that after a couple of weeks I started noticing some of these changes, I started noticing that I was calmer and I was better able to handle difficult situations, and indeed, I

was feeling more compassionate and open-hearted towards other people, and I was better able to see things from other people's point of view. And, you know, I was like, hm, how could this be, how could this be? And, I thought, well maybe, you know, it's just a placebo response, right? She told me I will feel this, so maybe that's why I was feeling it. So I decided to do a literature search to see if there's any research on this. And low and behold, there was quite a bit showing both yoga and meditation are extremely effective for decreasing stress they're also very good for reducing symptoms associated with numerous diseases including depression, anxiety, pain, and insomnia. And there's a couple of very good studies demonstrating it can actually improve your ability to pay attention, and most interestingly, I thought virtually every study has shown that people are just happier. They report they're more satisfied with their life, and they have a higher quality of life. And so, this was interesting to me. And so I decided to switch and start doing this sort of research. So as a neuroscientist, you know, how could this be happening? How can something as silly as a yoga posture or sitting and watching your breath. How can that lead to all these sorts of different types of changes? So, what we know is that whenever you engage in a behavior over and over again, that this can lead to changes in your brain.

And this is what's referred to as neuroplasticity. And what this just means is that your brain is plastic and that the neurons can change how they talk to each other with experience. And so, there's a couple of studies demonstrating that you can actually detect this, using machines like the MRI machine. The first study was with juggling. They took people who had never ever juggled before, and they scanned them, and then they taught them how to juggle, and they said, "Keep practicing for three months." And they brought them back after three months, and they scanned them the second time, and they found that they can actually detect with the MRI machine changes in the amount of Grey matter in the brain of these people in areas that are important for detecting visual motion. So, I thought, OK, three months, you know... Can meditation change brain structure too? Something as simple as, you know, as juggling. What about meditation? So the first study we did, we recruited a bunch of people from the Boston area, and these were not monks or meditation teachers, they're just average Joes who on average practice meditation about 30-40 minutes a day, and we put them in a scanner, and we compared them to a group of people who were demographically matched, but who don't meditate. And what we found is this: That there were indeed several regions of the brain

that had more Grey matter in the meditators compared to the controls. One of the regions I'm going to point out to you is here in the front of the brain, it's the area that's important for working memory and executive decision making and what was interesting about it was when we actually plotted the data versus their ages. So here in the red square, that's the controls. And this is something you see actually, it's been well documented that as we get older, not just there, but across most of our cortex, it actually shrinks as we get older. And this is part of the reason why as we get older, it's

harder to figure things out and to remember things. And what was interesting was that in this one region, the 50 year old meditators had the same amount of cortex as the 25 year olds, suggesting that meditation practice may actually slow down or prevent the natural age-related decline in cortical structure. So now, the critics, and there were many critics, said, well, you know, meditators, they're weird. Maybe they were just like that before they started practicing, right? A lot of them were vegetarian, so maybe it had something to do with their diet, or something else with their lifestyle, you know. Couldn't possible be the meditation, it's something else, right? And to be fair, you know, that could be true. This first study could not address that. So we did a second study. In this study, what we did is, we took people who had never meditated before,

and we put them in the scanner, and then we put them through an eight-week meditation-based stress reduction program where they were told to meditate every day for 30 to 40 minutes. And then we scanned them again at the end of the eight weeks, and this is what we found. So what you see is that several areas became larger. In this slide we can see the hippocampus, and in the graph, the controls are in blue and the meditation subjects are in red, and what we see is that the hippocampus, this is the area that's important for learning and memory, it's also important for emotion regulation and it was interesting it was less Grey matter in this region in people who had depression and PTSD. Another region we identified was the temporo-parietal junction which is here above your ear, it's important for perspective taking and empathy and compassion. And again, these are both functions which people report changing when they start practicing meditation and yoga. Another region we identified was the amygdala. And the amygdala is the fight-or-flight part of your brain. And here we actually found a decrease in gray matter. And what was interesting was that the change in Grey matter was correlated with the change in stress. So the more stress reduction people reported, the smaller the amygdala became. And this was really interesting, because it's sort of opposite and parallel

of what some animal studies have shown. So colleagues using rodents, they took rodents who were just happy, normal rodents, and they had them in their cage, and they measured their amygdala, and then they put them through a ten- day stress regimen. And at the end of the ten days, they measured their amygdala, and this exact same analogous part of the rat brain grew. So we found a decrease with stress, they found an increase with stress. What was interesting was that then they left the animals alone, and three weeks later they went back and tested them again. And three weeks later, that same part of the amygdala was still large, and the animals, even though they were in their original cages where they were happy, were still acting stressed out, so they, you know, they were cowering in the corner, and they just weren't exploring the space the way they had before. And so, this is the exact opposite of what we saw at the humans, because with the humans nothing has changed with their environment. They still had their stressful jobs, all the difficult problems were still being difficult, and the economy still sucked, but yeah, their amygdala got smaller, and they were

reporting less stress. And so, together these really show that the change in the amygdala is not responding to the change in the environment, but rather it's representing the change in the people's reaction or relationship to their environment. And then the other thing that the study shows is that, it wasn't just the people were saying, "Oh, I feel better." Or that it was a placebo response, or that they're trying to please us,

but there was actually a neurobiological reason why they're saying they felt less stressed. And so the idea that I'd like to share with all of you today is that meditation can literally change your brain. Thank you.

How PILOT CHECKLISTS increase your PRODUCTIVITY_ _ Transcriber: Hyerin Kim Reviewer: Michael Nystrom Hello, everyone.

Thank you, my assistants. All right.

That's my flight attendant. Here we go. All right. I've got my clicker. Here we go. I believe that every one of us is a pilot. You are pilots of your own lives. Along the way, you've made decisions that have shaped you into who you have become today. But I also believe if you apply a simple technique that pilots use on an everyday basis, you can transform into the best version of yourself. Become more mindful, disciplined, focused and ultimately achieve more success in life. I would ask you to please close your eyes now as we will be commencing

a flight together. You've just gotten comfortable in your seat. The flight attendants are performing the safety briefings, and you can feel the plane being pushed out of the gate position. The pilots start up the engines, and seconds later, were taxiing towards the runway. You're gazing out of the window. The Sun has just set. You're looking forward to a smooth flight home. We line up onto the runway. Cabin crew, prepare for takeoff. The engine spool up. You get firmly pressed into your seat. We accelerate down the runway. The nose lifts up. And seconds later, we are airborne. Suddenly, there's a loud bang. Long flames are blasting out of the left-hand engine, followed by a terrible rattling sound, and you can feel the plane shifting to the left.

People are starting to panic. What's happening? Fire! The engines on fire! In the cockpit, the master warning and the fire bell go off. Ding, ding, ding, ding. The pilot sees the plane tilting to the left on his instruments. He counteracted by applying right rudder and maintains a positive pitch to keep the plane climbing. The pilot briefly pauses. Gathers his thoughts, and says to the co-pilot, Cancel master warning. Let's work the problem. Engine parameters on engine one are down. The fire message is shown. It's clear. Engine one is damaged. Take action on fire engine one. Roger, responds the co-pilot. Fire engine one or severe damage checklist. Thrust lever number one to idle.

Confirmed, idle. Fuel control switch from run to cut off. Confirm, cut off.

Engine one fire switch, pull. Confirm, pull. If the fire message is shown, yes, it is shown. Rotate engine one fire switch to stop and hold for one second. The fire is gone out, sir. Engine one is secured. Roger, continue with your checklist. You may open up your eyes again. Now, this is a classic scenario pilots train on a regular basis in a simulator, and I would quickly like to show you what this checklist looks like. Its actually three pages long with eight steps helping the pilots to shut down the damaged engines safely. But what is your takeaway from that story? A checklist applied correctly can safely bring your plane back to the ground. They give us structure and help us to work the problem rather than worrying about what to do. They give us guidance. They focus our attention, and they give us a sense of hope

that once the checklist is completed, that everything will be fine. And that is exactly the purpose of any non-normal or emergency checklist in a modern airline cockpit. At the moment the failure occurred, the workload and stress level increased dramatically for the pilots. The immediate action is to fly the plane first, then deal with the failure and bring the plane back into safe flight condition. Once the pilots have completed their checklist, they have re-established a somewhat normal flight configuration, maybe with one engine inoperative, but reducing the workload, allowing them to plan the next steps, for instance, landing at the nearest suitable airport. So we agree. Checklists give us structure. They give us guidance or, so to say, a plan of action. They focus our attention, and they give us a feeling of success or a sense of accomplishment.

Now, over the past 12 years flying as a pilot, Ive gotten so proficient in using checklists of work every day that my mates and I would come up with sort of self-made checklists in the car. For example, I would say, Before engine, start checklist, boys. Luggage? and then my friends would reply, Packed and secured. Seat belts? Fastened. Satellite navigation? Loaded and ready. And then I would call out of the car, Clear prop, which is the call out you use when you start the propeller plane, and then I would turn over the ignition key of my car. But what started as a joke, I realized I could implement more and more of these checklists in my everyday life to not forget things, to work more goal-orientated, to work more efficiently. Heres an example for you. This is my morning routine checklist, which I apply more or less every day.

This is my video editing checklist, which has helped me or which I have used 130 times, helping me grow my YouTube channel into one of the largest channels on the internet, aviation-related. Now, I have come up with five simple rules for you to apply when setting up your own checklist for success, and let me show you how its done. Rule number one: prioritize. Write down the numbers one to five. Those will be representing your top five tasks of the day. Sure, you can add a few more, but I would recommend you limit yourself to 10 tasks per day. Otherwise, your checklist might have some

unwanted side effects if you do not complete more. Rule number two: define your task. The first task you list is the most important task of the day. Compare this to our thrust lever, which we had to place to idle. The engine needed throttling back first in order to continue with the other steps.

And that's exactly what you should do, too. So the first item you list is the most important one, the most time-intensive, the most difficult, the one you want to do the least.

So let's say on our example checklist, we are currently preparing a presentation. Then you list your second most important task, and I highly recommend it is exercise on our example checklist. And then you list your other tasks followed or sorted by the importance or decrease in magnitude. So, for example, calling mom could be the last item on your list. I know all mothers will disagree with me now because they obviously want to be at the top of your list. Now you say, Joe, I've come to a TED talk, and you're showing me a to-do list. Well, it's not really a to-do list because most to-do lists

do not involve anything related to your health and wellbeing. Therefore, I recommend that your second or third task is something focusing on your health every day, such as going to the gym, going for a run, taking time to meditate. And remember, you shouldn't continue with any of the other items before completing the ones prior. A pilot does not jump an item on his checklist, and neither should you. So taking care of your body is something you should never skip. Now, rule number three, or let's say that the next three steps or the next three rules are the absolute game changers, the add-ons to this to-do list that make it a pilot's checklist you want to complete. If we quickly look at our pilot's checklist one more time, you see the task that needs addressing on the left and on the right, the action that needs to be executed

in order to complete that task. For example, the second task requested is to place the fuel control switch from run to cut off. I have a visual image in my head on how the fuel valve of the damaged engine goes from the open to the closed position. I am killing the engine by fuel starvation. That is the picture in my head. A fire needs fuel, so that cut-off action makes total sense. Similar to the fire extinguisher action. I've cut the fuel, but the fire message is still showing, meaning the fire hasn't gone out yet. So I rotate the fire extinguisher switch. I visualize how the detergent gets discharged into the burning engine. So I read the task and the associated action. I visualize it briefly, and then I execute it. So rule number three is define the action to your task.

So in our case of the presentation, what is the action required? I need to prepare 10 slides. Visualize yourself sitting at a computer, adding texts and pictures to your slides. The last slide has completed, onto your next task. Exercise. Action required: run five kilometers. Visualize yourself with your running gear on, your favorite music playing through your headphones, and you're smiling once you've passed the five-kilometer mark. Onto the next task: emails. Action required: prioritize,

respond, maximum one hour. Here I've added a time frame. Don't waste your time with unnecessary emails or get distracted by a computer. Visualize yourself answering the most important ones. Next task: birthday parcel. Action required: drop off at post office. Visualize yourself with the birthday

parcel in hand for your friend. You're handing it over to the lady at the post office. What a great feeling. You're putting a smile onto your friend's face for his birthday. And last but not least: call mom. Action required: discuss the holiday plans. Visualize yourself being on the phone with your mother, discussing the holiday plans and the neighborhood gossip, I don't know. Make it a habit to list your family members on your checklist. I know it sounds harsh to make your family a task, but a lot of people forget and your family should never fall short. And can you see how the actions sort of decrease in magnitude like they did on the pilot's checklist? My rule number four and this is a really good one: add a charmed box. I would like you to add a tick box after your action, or as I like to call it, a chant box.

So the pilots, they read out the checklist and the action required. Instead of you calling out the action, I want you to come up with a chant and a victory pose. I use Yeah, buddy and my victory pose. If pilots do it, sports athletes do it, happy people do it, why can't you? Trust me, once you get in that flow state of completing one task after the other, it's so rewarding to shout out your chant. And last but not least. Rule number five. To complete your checklist setup, you have to add one more key part that defines your checklist. What I like to call the timed victory line. Now, the timestamp is important to give you that level of urgency that this checklist needs to be completed by then. A pilot's checklist does not have a timestamp, but the remaining fuel on board gives it enough urgency. Now you say this is the deadline;

please do not call it a deadline because in cockpit phraseology, you would never say, We've reached our deadline. You say, Checklist completed. In actual fact, a deadline used to be a physical drawn line around a prison. And if an inmate were to cross that line, you were to be shot dead. You're the complete opposite of dead once you've completed your checklist. You are alive and happy, and, therefore, you are crossing your victory line. Beyond this line, you should celebrate your success. Now, the big question: why even bother about setting up a personalized checklist every day? We all do it. Some of us have become experts at it, pro-crasti-nation, the worst enemy of all self-discipline and success. We've all been there. Binge-watching a Netflix series, even the boring ones, sliding down the YouTube rabbit hole.

We started with a two-minute video and ends up in a four-hour marathon about the Kardashians. Seriously. And the biggest time waster of all, the mother of unproductiveness: your phone. People don't spend a few minutes on their phones. They waste years on their so-called smartphones. Numerous studies have shown that people who write down their goals or checklists, as you will do

from now on, have a 42% higher chance of achieving what they've put into writing compared to people who just dream of their goals. And this percentage rises the more goals these people achieve over time due to their success. Here's an example for you. Giving a TED talk was a goal on my long-term checklist. Here I am. If I can do it, why can't you? Here's another one. Fly the most beautiful plane in the world.

Check that off. Yeah, buddy.

There's another one. Fly a Supermarine Spitfire. You can see it's not ticked off yet. The timestamp is still given. If you have a Spitfire, call me.

Believe me, this checklist of long-term goals is pretty long. So having daily and long-term checklists to prevent procrastination is definitely a good idea. I am speaking of personal experience. When you go home this evening, please grab pen and paper. Write down your checklist. Use my five rules I've just given you. 30 minutes before going to bed. By doing so, you mentally prime your mind at the tasks that await you the next day, and getting out of bed will feel so much easier because you cannot wait to be dancing once you've passed your victory line. Here's a little secret I want to share with you.

Throughout this presentation, I was running a checklist in the background. And this is what it looked like.

See what I just did there? I just crossed my victory line. I believe that every one of us is a pilot. You're a pilot to your life's destination. Start using checklists to help you navigate into the direction you want to go. Turn off life's monotone autopilot. You have control. Take action. Check it off and cross your victory line. Thanks for letting me inspire you.

How Positive Thinking Can Change Your Life and the

we need to update the buyer and ADD baby Liam to it when I was a kid I used to believe that my father was a real life superhero when I was in second grade my home country Zimbabwe was struck by a severe drought that left millions of people hungry in fact take a look at this New York Times front page article southern Africa hit by its worst drought of the 20th century but instead of being defeated by the situation my father decided to put on his superhero suit and go out into action he volunteered in the food relief efforts and he would go and distribute food that was donated to us across the country when you'd come back home he would share stories from the field

stories like how they arrived just in time at a village that barely had enough food supplies for one

more day but then there were the sad stories some that still haunt me till this day like the story of a mother who was running down the road crying for help while clutching to the lifeless body of a four-year-old daughter who died moments earlier reflecting on my father's reflecting on my father's actions during the drought I always wondered how he was able to be a superhero during this time in fact I thought he was like Spider-Man like some sort of kindness bug head you know bitten him at some point and then one day I decided to ask him why he decided to dedicate his life to help others and these were his words he said he is it is because I have hope and I believe that things can get better

he went on to explain to me that he defined hope as have only positive expectations and by so doing my Father revealed the source of his superhero Powers which is positive thinking positive thinking is one of the most powerful forces we all have at our disposal it is a mindset to see the good in every situation positive thinking is not about ignoring reality or pretending that everything is perfect in fact positive thinking is you just making the choice to look at the best in every situation and using that perspective to create positive change it is about finding Solutions rather than dwelling on problems now I see some of you are probably thinking okay this is all positive thinking stuff is great but how do we cultivate positive thinking in our lives well I'm going to share with you three ways how you could

do that the first one is be aware of your thoughts you want to pay attention to what you think about right think you know just pay attention to the thoughts that go through your mind throughout the day are they positive or they're negative are they helpful or they're harmful when you find yourself thinking something that's negative instead of you dwelling on the negativity what you want to do is you want to quickly replace that negative thought with something more positive so I'll give you an example if you catch yourself thinking I don't think I'll be able to give that tedx talk what you can do is you can consciously replace that thought with something a little bit more positive something like I don't know how to deliver good tedx yet but with practice I'll be able to do it so that's number one

number two you can cultivate Positive Thinking by practicing gratitude gratitude causes the brain to release those good hormones right dopamine and serotonin and when your brain releases higher levels of dopamine dopamine and serotonin you get to you know enjoy the benefits of that like reduced stress it lowers your anxiety and it just gives you that ability to attack the day with a more positive vibe I've Incorporated positive thinking and practicing gratitude in my life by doing what I call gratitude in five where each morning as part of my morning routine I spend five minutes journaling things that I'm grateful for now what that does is that I get to start the day on a very positive note but more importantly it then sets the tone for the rest of the day so when a situation comes up I'm more likely to look at it from a positive perspective especially when things don't go

according to plan now the third and final tip I'm going to share with you guys on how you can cultivate positive thinking in your lives is by surrounding yourselves with positive people and very few negative nancies so we want more of the positive minded people and less of the negative minded people right positive minded people as we all know are optimistic we need a lot of optimism in our life they're also resilient right they they can push through difficult times because they're optimistic but more importantly they're supportive so if you're pursuing a goal if you're pursuing a dream positive people can then really help you push through that when things get difficult while negative people on the other hand they're going to be draining they can be toxic but more importantly they can discourage you from actually pursuing your goal so more positive people in your life

when I look at this picture of me in the left when I was in second grade I'll never forget this picture it was right around the time this article was actually published and on this day you'd get your picture taken and you'd have to go in front of a class and share with your class what your life's dream is um so my classmates would go and they'll share how they want to be doctors how they want to be lawyers how they want to be Engineers with one kid who said I just want to make enough money so that I could have a burger and a milkshake every every single day that's what a drought does to you when it was my turn this is the dream that I shared with the class I said I want to leave Zimbabwe and I want to go to America and I want to become a successful entrepreneur so I had the longest answer in the class fast forward to my senior year in high school

Zimbabwe was going through an economic crisis of Epic Proportions just take a look at this chart we had hyperinflation rate so right around 2003 when I was a senior in high school our inflation rate was about 1 000 in America We complain when it's five percent six percent in Zimbabwe it was a thousand percent take a look at its peak 98 daily not annual inflation rate so if you buy something for a dollar today tomorrow is two dollars Wednesday it's four dollars and so forth and so forth so this was me about to graduate high school and I'm thinking to myself okay how am I gonna make this dream come true uh people stopped dreaming about becoming millionaires because we were all trivia this is how much you need to go buy a loaf of bread you needed a hundred trillion dollars so what I decided to do was I decided to tap into my dad's superpower which is positive thinking so when I graduated high school instead of listening to the

negative nancies who are telling me that my dream of leaving Zimbabwe and coming to America and becoming an entrepreneur was an Impossible Dream I focused on the actions that I could take in order to make it happen so I spent two years sleeping in an internet cafe applying to every College I could find applying to every scholarship I could qualify for and finally on my very last college application I got accepted and as they say the rest is history today I am living my dream as an entrepreneur in fact I've launched seven businesses now and my current business an unbelievable it's a Cookie Company where we donate a meal for every cookie we sell and since we

launched right before the pandemic we've been able to donate two million meals to people in need and what's interesting is that when I was in second grade one of the non-profit organizations that helped us through the pandemic through our drought was an organization called World Vision and today my cookie company we actually

donate to World Vision so now it's full score it's full circle the organization that saved my life I'm also working and partnering with them to save people right now in a time of need so dreams do come true now I'll close with this we all have the power to become superheroes and all we need to do is we need to tap in to the free superpower that we all have which is positive thinking thank you guys

How Stress Drains Your Brain _ and What To Do About I came home from vacation recently, jet-lagged, tired, after delayed flights and a lost bag, with my cranky preschooler and my husband trudging behind me, and I forgot the code to my front door. We've lived in this house for seven years. I'd put the code in the door hundreds of times before. And as I stood there, staring at the keypad, I thought, "Oh boy, I'm finally losing my mind." Our brains have an incredible capacity to store memory, but not all of that information is accessible at once. An article in Scientific America estimates the human brain can store 2.5 million gigabytes of data. That's about 5,000 iPhones. But if you've ever forgotten a password before, you know that memory is not always easy to access

because memory is not just one system. Those different systems have limits, and a number of factors in our daily lives can impact our memory efficiency. There was a famous neuropsychology case study of a patient referred to as patient HM, who became like a real-life Ten-Second Tom after brain surgery to treat a seizure disorder. In terms of his seizures, the surgery was a success. They were less severe and less frequent. But after his surgery, HM became unable to consciously learn new things. For example, he worked with the same neuropsychologist for years. He never remembered meeting her, he'd introduce himself each time. And he never remembered doing the different tasks that she would bring to test his memory. But here's the interesting part. His performance got better on some of those tasks over time. He never remembered doing them.

He always thought he was doing them for the first time. But his brain had learned the procedures without him being aware. We learned from patient HM and others like him that there are different types of memory. Some memories come to mind almost automatically. Like if you're walking through a garden and you smell the flowers that your grandma used to keep on her kitchen table, and all of a sudden, you're thinking of your favorite memory with your grandma. But other memories take more brainpower and effort to recall. Like trying to remember my new computer password. Because some memories take more brainpower and effort to recall, they're also more prone to interference. You're at the grocery store, and you're trying to remember 10 things that you need to pick up. But you run into your neighbor in the produce section,

and after a few minutes of chit chat, hearing about their new car, you can only remember two of those 10 things. Even though our memory storage is pretty impressive -- 5,000 iPhones big -- the short-term memory that you're using to keep track of your grocery list is more like seven, plus or minus two, bits of information. And it's really easy to throw that active short-term memory off track. The problem? We live in a very distracting modern world. You're at a meeting at work, and you're trying to remember all the details of a project that you're working on so that you can share it with your team. But at the same time, your brain is paying attention to what your colleagues are saying, trying to ignore all the email alerts popping up on your computer, distracted by text messages

from your family asking what's for dinner, and wondering if they're going to take a break soon because you could really use some more coffee. Ignoring all those distractions and competing priorities takes up a lot of energy. When our brains are juggling 400 things, we're more likely to make a memory error, like forgetting a colleague's name in a meeting or missing a key part of your presentation, and then beating yourself up for the rest of the day for making that mistake. Which brings us to another brain-draining habit that can mess up your memory and make it hard to remember where you left your keys: stress. Doesn't have to be huge or major stressors, either. All those day-to-day stresses, pressures

and deadlines take up brain space, too, and force our brain to do a bunch of mental multitasking. Last summer, I locked myself in a stairwell twice in the same week because I was trying to do this mental multitasking. I was packing up at the end of the day, and at the same time, I was thinking about phone calls I needed to make tomorrow, and ideas for a project that I was working on and what I was going to make for supper that night and whether I should pick up my daughter before or after I get groceries. And I left my keys in my office. Twice in the same week. Apparently, door locks aren't my thing. An article from Queen's University estimates we have 6,200 thoughts each day. That's a lot of potential for distractions. There was a study at the University of California that found when we're interrupted,

like with distractions or multitasking, we try to compensate by working faster. But this makes us feel more stressed. And as you can imagine, it's not very efficient. We've all been in situations where we feel a bit stressed out and overwhelmed by our never-ending to-do lists. Between emails and phone calls and Zoom meetings and project deadlines, we're coming home from work feeling tired, and our brains are burnt out. There was an article published in the journal *Science of Learning* that showed stress not only impacts our memory retrieval, so it's hard to remember that door code when you need it, stress also makes it hard for our brains to problem-solve and think of creative solutions, like how I'm going to get into my house when I can't remember my door code. We know all those day-to-day stresses, pressures and deadlines can mess up our memory.

But what about bigger stresses, like the uncertainty and change of living through a multi-year pandemic, financial pressure, family stress? These stresses drain brain resources, too, making us more likely to make mistakes and making it harder to remember the things we need to remember. So memory errors are normal, especially when you're tired, overworked or stressed out. That's great to know, but I still need to get into my house at the end of my vacation. How do we boost our memory in these situations and recharge those brain cells? It's tempting to try and just think harder, but that doesn't always work. Have you ever been trying to think of the name of a movie or an actor, and it's right on the tip of your tongue, but you can't quite remember it? And then four hours later, you're driving home from work and that name comes to you

out of the blue? Yeah, me too. Totally normal. When it comes to our memory, thinking harder doesn't always work. Because of a process of competitive inhibition of the neurons in your brain. Basically, when you try to think too hard about one super specific piece of memory, like a name or a code, the brain cells in that part of your brain get overloaded and blocked. They need time to recharge. That's why, four hours later, that memory comes back to you. It's still there, still in your memory storage, just the access route has been exhausted and needs time to reset. Plus, remember how stress makes our brains less efficient? When we're worried about making mistakes, we're more likely to make more mistakes. Do this instead: if you're feeling more forgetful than usual,

or your brain feels stuck and you can't seem to find the memory you need, it might be a sign that your brain needs a reset. Can't remember a code or a password, standing at your door like me, and you can think of every four-digit code you know, except the one you need? Think about something else for a few minutes. Anything else. Chat with the store clerk at the grocery store about the weather instead of staring at the debit machine, trying to remember your bank code, or pull out your phone and scroll social media for a few minutes. This works because instead of exhausting the brain cells you need to find that memory, you activate other parts of your brain, giving those memory centers a chance to recharge and reset. Making more mistakes than normal at work, you can't seem to send

an email without a typo or you're stumbling over your words in a meeting ... get up and take a real break. Go for a walk around your office or do something fun for a few minutes. These micro breaks refresh your mental resources and give your brain back the energy and focus it needs to find that information. Memory errors aren't a sign you're losing your mind. They might be a sign your brain needs a little break and a reset. Thank you.

How To Develop Yourself _Wholistically_ _ Dr_ Olum foreign

the year was 1997. and I made one of the greatest mistakes of my life I got married as a poor man I fell to the Trap of I love you the way you are and that was a trap that trapped me I suddenly realized later that I love you the way you are does not mean I love you to remain the Way You Are I suddenly realized that when a woman tells you I love you the way you are she's opened that somewhere along the line your story will change and if your story refused to change our own story about you will change why because there is no romance without trainers and love is not enough I should have learned my lesson

but I did not the 1998 I made the second greatest mistake of my life I impregnated my wife and I was expecting my first child as the pregnancy was Rising so was my frustration so was my depression because I realized that I could not even take care of myself and the woman that loved me the way I am now I'm bringing a child into the world to compound my problem but in that frustration I cried out for a change and that led me to eight months one of the most amazing eight months of my life for eight months I wanted to find out how do I break free from poverty and I realized that if you are not informed you'll be deformed if you're not inspired you expire if you are not updated you'll be outdated if you are not in the know you cannot be in the floor what you know determines how far you go and those who know rule over those who do not know so I began to

study I read well over 800 books within eight months I was like a madman I studied the biographies and autobiographies and all the rich and the wealthy people on the face of the Earth that I could lay my hand on all because I wanted to change because I realized that I had to become what I wanted in order to attract what I wanted a lot of people want things but they are not ready to become what they want to be a millionaire you must first of all be the millionaire and then you attract the millions you must be a billionaire before you can attract the billions but within those eight months as a result of that discipline and that sacrifice and that insatiable desire to see myself transform I became somebody else even though physically the funds were not there but internally I was a different person and that is why I'm here today to talk to you about the role of personal development in maximizing your possibilities in life every normal human being that I know wants to be the best version of

themselves every normal human being that I know wants to maximize their possibilities in life but not many of them are willing to pay the price to see that become a reality not many of them are willing to make personal development a Core Curriculum of their life a core pursuit of their life so that they can end up becoming what they desire to become guess what dreams without action ends up as a nightmare so one thing that I have come to realize is if you want to maximize your possibilities in life you must take personal development serious you must make personal development a core area of your life and you must be intentional you must be specific you must be consistent about personal development I did my second PhD um I completed my second PhD um early last year and I did my

dissertation on leadership and the economic empowerment of individuals and my focus was on the role of personal and political leadership on the economic empowerment of individuals and I focused

extensively on this aspect of personal leadership because in the world that we live in today A lot of people are not willing to take responsibility for their lives and responsibilities for the outcome of their life they're always looking forward to blame because all over the world the excuses are the trademarks or failures when people succeed they take responsibility when they fail they shift blame many people are students in our world today and in this part of the world when the student passes say oh I passed but when they failed they failed me the lecturer failed me why because we are always trying to blame somebody for what we are going through you need to understand that personal development is that game changer personal development is that which will change the game in any aspect of your life because for any area of life where you desire to become successful all you need to do is to get the knowledge in that area act on the knowledge be consistent in that and before you know it you're coming out on

the other side but a lot of people have understood the importance of personal development yet they are not able to be the best version of themselves they are not able to maximize their possibilities in life because there is an aspect of personal development that has not been fully understood by many and that is the core of what I want to drop for you today now listen when we talk about personal development a lot of people only think about it with reference to acquiring knowledge and increasing their intellectual capacity but that's not all there is to personal development if you are going to maximize your possibilities in life you need to go into what I call Holistic personal development and to understand holistic personal development you need to understand the holistic you now listen you are a spirit you have a soul you live in a body you are a spirit being having a human experience you are not a human being

having a spiritual experience your spirit now in your spirit there are three compartments and three parts in your soul there are four compartments and four parts in your body there are five compartments and five parts so the three compartments in your spirit needs to be understood and developed the four compartments in your soul need to be understood and developed the five compartments in your body need to be understood and developed many of us know about the five Departments of our body because we call it the five physical senses not many of us know about the spirit and we don't have enough time to offload that but I want to focus on the soul now you need to understand that that in your soul there are four compartments because your soul is the central part of your being in your soul you have your mind you have your will you have your emotion and you have your intellects you have your mind you have your will you have your emotion and you have your intellects

now listen your mind is the central processing unit of your life your mind is the storage of your life everything that has happened or is happening to you is stored in your mind now your will is that part of you that helps you to decide is that part of you that helps you to choose so you have your mind you have your will you have your emotion your emotion is that part of you that helps you to feel but you also have the mind the will the emotion and then the intellect and that's that part of you that helps you to think so if you are going to become the best version of yourself and maximize your possibility you need to develop yourself holistically Spirit soul and body but since I'm focusing on the soul that means you need to develop your mind you need to develop your will you need to develop your emotion I need to develop your intellect and once you understand that that these four parts of your soul the three parts of your spread the five parts of your body all needs to be developed consistently and

holistically you now have a curriculum of how to be the best version of yourself guess what there are three windows in that same mind your mind has three Windows while you are developing all the different parts of your spiritual and body you also need to understand how to handle the windows of your mind now the three Windows of your mind are the one that opens to your past the one that opens to your future and the one that opens to your presence now the window of your mind that opens to your past is called the memory window with the memory window you have the ability to replay the past the one that opens to your presence is called the contemplation window with that window you are able to analyze the presence in order to know what to do the one that opens to your future is the imagination window with the imagination window you are able to visit the future in advance and come back now to decide whether you want to go into the future because imagination is nothing but formation of images and when you form

the Right image and you are able to think well by contemplating accurately and you are able to look back at your past by looking at what you have gone through the power of insight based on memory and your track record the Power of insight based on your contemplation and Analysis of where you are and the power of foresight based on where you are going to will all work together and bring you into that place where you'll be the best version of yourself so everyone listening to me right now wherever you are all over the world you can be the best version of yourself you can maximize your possibility but one thing you need to do is make personal development a major part of your life and once you go into holistic personal development it will play a major role in you being the best version of yourself go and become

How To Eliminate Self Doubt Forever _ The Power of

you why is it that intelligent people procrastinate why is it that people that are so self-motivated often self-sabotage and why is it that no matter how many new business opportunities we get or

new skills we try to learn many of us just are simply finding different ways of earning the same amount of money or achieving the same kind of level of success as if there was kind of a glass ceiling above our head that we're trying to break through but didn't know how now one thing we do know is that's not down the lack of resources or opportunity we live in a time in history where there are more resources and opportunity than ever before in fact there's many people that have access to resources an opportunity that really never get the battle to shoulder and take a swing at life and the results are mediocre or disappointing and then there's other

people those who have access to virtually no resources or no opportunity and against all of the odds went out and created magic for the rest of us to go WOW and stand in or off people like Colonel Sanders who retired broke at 65 before starting KFC obviously Oprah people like Helen Keller or even Albert Einstein who dropped out of school at 15 and then failed the entrance exam for the Zurich Polytechnic no you see if you want to masterclass in taking away the excuse that resources and opportunity are the root reason why you are not successful go study any of the lives of the people on screen we see as human beings a nervous system is hardwired for comfort whereas the essence of what makes us us some would say our soul is hardwired for growth and it's managing that dynamic tension between how good a comfort zone feels and the innate calling of our potential that lies outside of that that causes the frustration for most people and keeps them on that hamster wheel of mediocrity so how do we unravel that well let's

look at the human brain see what separates us from almost all of the animal kingdom the crowning achievement of human biology is the front part of the brain once known as the neocortex of the frontal lobe and that neocortex operates at a brave way a brain wave length of alpha or beta on one of the challenges is that that doesn't get turned on until we're about seven years old see kids operate in Belser and theatres which is why babies sleep so much my kids live in that magical fantasy world where they're operating a theater with no critical thinking now it also means children are very impressionable and why Aristotle is widely quoted as saying that give me the child for seven years and I'll give you the man but what happens when we drill down on that why is that important to why we procrastinate or self-sabotage well I'll give you an example let's say his dad's turn to take little Johnny shopping and the kids and you know mom's busy that day and he's kind of frustrated he's got

to go out and get the job done and yeah one thing you need to know about dad he's got his own stuff to deal with right now he's figuring out how to pay the credit card bill that was higher this month than he thought he's worried about whether the boss is going to be downsizing soon and he's still reeling from the lack of intimacy that morning caused by a fight that he had with his wife he's dealing with the stuff as we all do now little Johnny doesn't live in that world and so when they get to the checkout now as every good retail psychologist knows they place the products at the eye height of

the people you're trying to sell to and so Johnny sees the toys and Johnny wants the toy he's like daddy daddy can I have a toy and daddy comes out of his you know mine frog and says no you can't have a toy for starting doesn't think you can afford it but that's now it's just not the time but as parents will understand children are prime examples of the ability to be persistent are they not so little joyousness daddy

daddy I want a toy please can I have a toy see little Johnny doesn't live in a world of credit-card debt and in his frustration on dealing with his stuff and trying to handle the kids and all the other stuff daddy's snaps out and says listen you can't have a toy you don't deserve it you're not good enough not being you're not behaved enough today and daddy thinks that'll just keep him quiet while he goes back to dealing with his you know big world problems but what's happening right now is quite significant you see little Johnny doesn't hear that's frustration all Johnny hears is that I'm not good enough I'm not worth it and I'm undeserving and probably spends a large the rest of his life unconsciously acting out that behavior to justify why he's right including self sabotaging if the threat of success comes along to challenge that in a model of the world you see when it comes to being able to work with psychology and after thousands of hours of working with people all over

the world I've come to know that the undisputed first law in psychotherapeutic intervention in other areas the undisputed first law of personal growth is this that people will never rise above the opinion of themselves now one of the challenge is that opinion is largely formed in our childhood years sub 7 from the perception of where we think we did or didn't get love from the people we most wanted it from hmm I usually let people sit with that one for a while it also mirrors the first law of relationships which I firmly believe states that no one can never love us more than we love ourselves now one of the other challenges on that is that we are also creatures of habit now what does that mean that means that that prefrontal cortex now that neocortex that frontal lobe that serves all of that executive decision-making is prime real estate in fact the brain waves 150th of the bodyweight but takes up 20% of all of the calories so when it comes to using

that frontal lobe evolution has some shortcuts it says well clearly you're using intelligence to make the decision so it should be a good decision so when you choose the fries instead of the salad it doesn't care it's job is to adapt and if you make that decision over and over again then rather than take up critical thinking which is meant to serve you intelligently it hands it over to the midbrain and it becomes an unconscious behavior or pattern or what we also call a habit see now you order the fries just because it's what you do you don't even question it now that can be very useful when it comes to learning yeah or not learning how to have to walk every day but it also said some challenges you see we suddenly arrive at work on our day off we don't know why or you know we suddenly get home and realized where did the last two kilometres or two miles of driving go Wow how did I avoid all of the crazies good old midbrain at work but the deeper challenge to that as

creatures of habit is the fact that we're using our

conscious brain only a small amount of the time that critical decision-making the rest of the time like 95% of the time is what I call people sleeping awake if I'll give you an analogy why do you imagine that the conscious mind is an ant here he is cute little fella answer industrious they're hard-working they're determined they're gonna get the job done this is your conscious mind in fact this particular ant went to a person development seminar last week he set his goals and he's marching north confidently in the direction of his achievements the problem is he's marching over the back of an elephant that's heading south unconscious mind with all of our limiting patterns limiting beliefs on all of the other unresolved self issues that go on there we start to see why we self-sabotage see how do you get that elephant moving in the right direction well let me give you another example another analogy the mind is like a compass needle in fact it can only point in one direction at a time but when we're operating from our aunt's

that five percent of the time where we're conscious and using free will we can grab that compass needle we can point it anywhere that's what freewill allows us to do if we're feeling down we can go choose to watch a comedy or call a friend who can cheer us up if we're feeling low on energy we can go put the kettle on and make ourselves a coffee or a drink but 95% of the time we're not doing that and as soon as we let a hand off of that compass needle consciously it will always drift back to its default magnetic north which unfortunately for most people is more negative than positive seem and that leads us to our third challenge and that is something you may want to really tattoo on the inside of your eyelids and that is that environment Trump's will what do I mean by that I mean the our intention will always be beaten by our environment over time for example let's say that yeah you're a music fan but you don't like jazz yeah it's for the other people you're kind of a country-and-western kind of guy or girl

and you listen to Country and Western in the car going to work but your car's broken down this week so your good neighbor around the corner that works at the same place has offered to give you a lift so you're going to share the 45-minute drive to work and back for the next five days but they listen to jazz now I don't care what you think consciously within three days I know what's going to happen within three days in the car you're tapping your feet to the beat within five days you're humming it in the shower you see we don't get to choose whether or not we get programmed with programmable by design we can only choose how we want to be programmed another way of saying that is you can have all of the intention to be as warm and hot as you like you can raise your body temperature you can like put on some big clothes but if you choose to live in a freezer the environment is gonna win over time in other words you can read all of the positive affirmations you can stand in front of the mirror and say that you believe in

yourself but if you live with somebody who is constantly pulling you down somebody who is reminding you of why you're not good enough and why it won't work at some point you're gonna start to believe it there's the law of conformity if you hang out with nine recreational drug users I've got news for you you're most likely going to become the tenth if you hang out with nine positive people that look at life through the lens of how we can why we can't to hold up a mirror for each other's greatness to be midwives to each other's dreams instead of stealing them you're likely going to become the tenth or you'll leave the environment it's the ninety five percent law of the law of conformity so how do we change that well there's three tips that I want to share with you that will help turn this around you know and I'm pretty simple guy so I want to give you some pretty simple tips and I'm breaking into three things the first is stop putting the wrong things in you see as I said we are adapting

machines our bodies our physical bodies adapt to our environment we don't get to choose that we only get to choose the environment we put them in if it's the gym or McDonald's the body doesn't care its job is to adapt but it's the same with our mind so stop putting the wrong programming in in other words if you think of the two biggest things that impact us unconsciously more than anything else it's the mainstream media and our peer group of who we hang with let's touch all the media for a second now for those of you that still think that the mainstream media is about reporting the news I Got News for you you're in Disneyland see the job of the media is not to report the news you're kidding me the job of the mainstream media is to stimulate another part of the brain called the amygdala which is designed evolutionarily to notice negative before positive so that they can hook your attention out of the mass of the crowd and record you as a viewing statistic to justify rate cards and advertising the

media is not a charity so I haven't watched a news report or read a newspaper for pretty much seventeen years now yeah for those of you that still watch things like visit CNN constant negative news mm-hmm I've got news for you all right from what I understand it's all the same news it's the same news it was 17 years ago it's just happening to different people and so you cannot watch the news and be positive it's like saying I want to be healthy and I smoke just doesn't work you can go to the gym as many times as you want but if you're smoking you can't be healthy it's a binary equation and if you're being programmed by the mainstream media you can't have that default magnetic north move away from being negative is constant programming people say well how do you know what's going on in the world not you kidding me yeah everything's going on in the world a far better question would be what do you want to choose to focus on think of the Amazon rainforest at night yeah everything's going on but the media want

to take your little flashlight in your hand and point is that oh my goodness look at this it's a snake eating a rat versus you saying yeah but have a look at this hummingbird being born it's it's a choice

so I have no clue what's going on in the world I have every clue what's going on in my world and if something's important enough it'll find me so stop programming yourself with why the world won't work and start taking charge of where you point your flashlight now the other thing is about peer group now some people say yeah I could probably change my friends and some of us maybe should but I can't change my family yeah my brother is the most negative person I know my mother-in-law's always telling me I'm not good enough for her son or whatever it may be well I know that we can't change our family and you know looking at the reasons why you chose your parents is a another TED talk but the best advice I can give is love your family choose your friends now the second thing start putting the right

things in now we live in a time in society where there's so much great information whether it's a podcast whether it's inspirational interviews whether it's you know books or the lives of some of the people we looked at earlier every single day or at least every single week if you want to take your compass needle and start remag Nitai zhing it in a positive direction by exposing yourself to the kind of information that supports your potential and your greatness on where you want to go now there's no excuse for not being able to do that now in a society where it's so available but if you're not choosing to do that by default you're going to be hooked into somebody else's agenda and if you don't start filming as the star of the movie in your life by default you're going to end up as a film extra in somebody else's and then the third point get the things that shouldn't be in there out what do I mean by that you know work with a decent mentor or a coach that understands how to navigate the minefield of human

behavior somebody that isn't just going to teach you skills but somebody that can reach in and find those unconscious patterns and be able to rip them out for good I'll give you an example I had a client come to me a while back who said I want to learn time management now a normal coach or what-have-you would probably teach them some good time management skills but within two minutes it was easy to see that time management wasn't the issue the real issue was his inability to deal with rejection and therefore he was saying yeah he wasn't saying no to people because by saying no it would trigger a rejection response and therefore he was saying yes to too many things and therefore there was too much on his calendar and therefore he thought he needed time management you get the idea you see when we're able to start addressing things like our unconscious programming when we start to create the best habits that we can by programming ourselves consciously when we start grabbing that compass needle and

bringing it over to the right direction so that the 95 percent of the time was sleeping awake we're able to be who we need to be that's when we can start to achieve the real game in town which is self mastery see before you spend another penny on workshops or skills or anything work on yourself see mastering the game of self throughout human history has been the number one

recommendation of virtually everybody that achieved it and then preached the benefits of it to people that usually weren't listening but by mastering our sense of self we're able to walk into a room where everything's descending into chaos and retain our Center when everything's breaking down around us with the eye of the storm it's like move I'll handle it see that's the best way that you'll be able to handle uncertainty and when we commit to self mastery we give ourselves the best shot of becoming the best and greatest versions of ourself that we can be and then we get to become the example and the invitation to others not the

imposition nobody changes because you tell them to people change because they're inspired to change and we can only inspire them by being the example and the invitation and at that point we have a chance of being able to really make a change in this world make a difference which is what the world needs right now and ultimately be the embodiment of what Gandhi said which was to be the change you wish to see in the world thank you God you

you

How To Shape the Next Generation of Female Leaders

mind the gap is such a caring expression you hear when you take the tube in London I've lived there for 25 years so for me it's an iconic expression but today I want to talk to you about the lead her ship Gap do you know how long it's going to take for the Global Gender Gap to be closed 134 years according to the latest estimate of the world economic Forum that's five generations away if we don't start to do something different now I've worked with over a thousand women in my 25y year career as an executive in the in the corporate world as a leadership trainer and as a confidence coach I've helped women know their worth find their voice step up as a confident and authentic leader ask for pay rise go for the next um promotion as well as coming back to work after having had children and that's great we must continue to help women Thrive but we

must also look Upstream where the problem starts in adolescence many girls opt out of leadership for the future selves and as a mom with two daughters and a boy I want to get to the bottom of this according to a recent research published in the Oxford Economic Journal the proportion of girls who exhibit leadership willingness drops by staggering 39% between childhood and Adolescence 39% that's a lot why there are many reason first hormonal change puberty hits girls become more self-conscious of their body image confidence drop self-esteem drops they don't want to put them out there they'd rather stay away from the Limelight they really want to avoid embarrassment at all costs or they don't identify with the version of leadership that they see for example um having a business card and a big title on it or having a corner office or being in politics or being loud or KN knowing it all or seeming to be

perfect some people ask me what about boys well boys don't have a drop in their leadership willingness so it's really a gender specific issue so it's clear that we need to work with teenage girls so that they can aspire to be leaders game changers Trailblazers activists just like boys do not just to add 122 trillion dollar to the global economy which by the way will solve would solve half the world hunger but because the world needs to hear their voices their unique ideas and solution to help shape a better world a more inclusive a more diverse world the irony it's proven that women are more effective leaders across all the leadership measures when women lead communities and businesses do better it's a good business gaze a win-win but who is raising your teenage daughter to be a confident leader let me start by debunking some myth myth number one someone else is better placed than you let's look at the key players the possible change agent her teachers her school sure

absolutely but currently leadership is not yet on the curriculum of most secondary schools I'm working with my local school to create an Implement a female leadership curriculum and we hope that this can be the blueprint to roll it out to more schools but it's early days who else her friends wouldn't it be nice imagine instead of being glued on their phone and their social media if they could be together thinking of an initiative that would lift the spirit of their local community or if they could create a new business to fund the university fees we need to make leadership and Entrepreneurship cool so that girls can do it together who else her future boss maybe if she's lucky but that's a long way away and she may have opted out of leadership before that but certainly the corporate world and entrepreneur can play a role they can make sure that they profile their female leaders so that the next generation of female leaders can be inspired by a diverse range of

leaders so who's left you have parents especially mums and Main carers it's proven that we become like the five people that we spend the most time with it's estimated you're going to spend 47,340 hours with your daughter by the time she's 18 no one can beat this myth number two you or your daughters are not born leaders well leaders are not born leaders are made confidence and leadership are skills that can be taught you have to think of them as muscles you need a regular workout to build these muscles myth number three she's too young or it's too late mm- leadership is not age related think of Malala yfai she was only 11 when she wrote her first blog and look at the impact it had on girls education or on the other side of the spectrum Iris upall who was a symbol of living fully and aging colorfully until 102 and I was 41 when I published my first children's book and Penelope my

daughter and Ill rator was just eight so you can be a leader at any age she's not too young and it's never too late so now that we've established that you are the best person the most capable person to raise your daughter as a confident leader what can you do what can we do parents well we can

lead her to be a leader lead I e a d four steps let's start with L L for lead by example I learned this from my mom my mom has been my role model for as long as I can remember she's for me she's the embodiment of a strong resilient passionate positive caring generous loving woman she's a Force for good she dedicated her career and her life to bettering girls education even to this day she spreads positivity and a sense of possibility to everyone around her it's both inspiring and contagious from her I learned to lead with love to lead with passion and to be a servant leader but she's also bold and fearless for example when she divorced from my

dad she decided to get on the property ladder by a dilapidated flat and renovated by herself without any help big budgets it was just me and her I was 12 and so it was a fun bonding time but we renovated the flat just us by ourselves and the result was it perfect M was it fun yes and what we created was really something made with love that was cozy and ultimately it ended up being a good investment and this particular experience in my life was inspired me 20 years later to invest and uh renovate a dilapidated castle without the help of an interior designer without being an interior designer but asking the help of my daughters my son my husband and the broader family so she led by example and she planted the seed of leadership in me and I learned very important lessons I learned that to have upside it's an necessity to to take calculated risk that action breeds confidence that it's more important to have a shared Vision than knowing all

the skills especially at the start of a project and that going outside your comfort zone can be a fun bonding experience so when we lead by example and we plan the seeds of leadership in our daughters the seeds will grow our daughter will plant the seeds in their daughters and future generation to and that's how we hope to close the gap in less than five generations one more thing so we can lead by example but we can also invite a wide variety of female leaders to lead by example around our daughters around us so that our daughters understand that you don't have to fit into a box to be a leader that leaderships comes in many shapes and styles including theirs so we did L for lead by example next is e encourage leadership qualities what are the most important leadership qualities or skills to be Visionary communication skills public speaking listening skills decision making risk-taking failing recovering from failures being able to create an A positive Ambience around you

um taking action just to name a few the good thing is that everyday life provides us with micro opportunities for your daughter to build these leadership qualities for example next time there is a conflict at home encourage your daughter to stay calm maybe by taking a deep breath then viewing conflict as an opportunity for connection listen to understand and once the problem is understood think of ways to solve the problem communicate her ideas clearly and then take action for resolution catch her doing any of these and congratulate her it's very important to have an 8:1 ratio of positive feedback to negative feedback thriving relationships need a ratio of 8 to1 and if you want more

formal opportunities for your daughter to learn these leadership qualities why not signing her up to a collective sports or the scouts or summer camp maybe even she could apply to a leadership position in her school any of these will be great practice for her so L is for lead by

example E is for encouraging leadership quality next is A ask questions it's very important to ask question and engage in leadership conversations with your daughter as often as possible whenever wherever so ask questions like what makes a great leader what are your top three values what do you think the world needs a little bit more of when you ask questions and have conversations with your daughter you are encouraging her to shape her point of view of the world have a voice to practice debating and arguing points and also to speak in public and have an audience however small the audience is it can just be you your pets the flush the plush toys or the family it doesn't matter when you do this you're creating a safe space for both of you to sharpen your communication skills to find your voice and to deepen your connections and finally D is for defined leadership I believe a new broader more inclusive is required so more girls and women op in

identify as leaders and take on leadership opportunities a new definition away from alpha loaded Concepts like EGO power domination productivity at all cost towards a more generous and Humane definition like sharing a vision and inspiring others towards a common goal having ideas um implementing a project that improves people places on the planet or advocating for traditionally marginalized minorities my research with Jersey college for girls shows that when we define leadership in this way we see a massive increase and girls aspiring to be leaders from 40.6% to 84% the numbers literally double so in conclusion we can together shape the next generation of female leaders ERS and unlock the \$1 trillion opportunity for the global economy we can lead her to be a leader lead by example encourage leadership qualities ask questions define leadership in a new broader more inclusive

way here is to female leaders may we know them may we be them and may we raise them thank you w

How Too Many Rules at Work Keep You from Getting T Paul Krugman, the Nobel Prize in economics, once wrote: "Productivity is not everything, but in the long run, it is almost everything." So this is serious. There are not that many things on earth that are "almost everything." Productivity is the principal driver of the prosperity of a society. So we have a problem. In the largest European economies, productivity used to grow five percent per annum in the '50s, '60s, early '70s. From '73 to '83: three percent per annum. From '83 to '95: two percent per annum. Since 1995: less than one percent per annum. The same profile in Japan. The same profile in the US, despite a momentary rebound 15 years ago, and despite all the technological innovations around us: the Internet, the information,

the new information and communication technologies. When productivity grows three percent per annum, you double the standard of living every generation. Every generation is twice as well-off as its parents'. When it grows one percent per annum, it takes three generations to double the standard of living. And in this process, many people will be less well-off than their parents. They will have less of everything: smaller roofs, or perhaps no roof at all, less access to education, to vitamins, to antibiotics, to vaccination -- to everything. Think of all the problems that we're facing at the moment. All. Chances are that they are rooted in the productivity crisis. Why this crisis? Because the basic tenets about efficiency -- effectiveness in organizations,

in management -- have become counterproductive for human efforts. Everywhere in public services -- in companies, in the way we work, the way we innovate, invest -- try to learn to work better. Take the holy trinity of efficiency: clarity, measurement, accountability. They make human efforts derail. There are two ways to look at it, to prove it. One, the one I prefer, is rigorous, elegant, nice -- math. But the full math version takes a little while, so there is another one. It is to look at a relay race. This is what we will do today. It's a bit more animated, more visual and also faster -- it's a race. Hopefully, it's faster.

World championship final -- women. Eight teams in the final. The fastest team is the US team. They have the fastest women on earth.

They are the favorite team to win. Notably, if you compare them to an average team, say, the French team,

based on their best performances in the 100-meter race, if you add the individual times of the US runners, they arrive at the finish line 3.2 meters ahead of the French team. And this year, the US team is in great shape. Based on their best performance this year, they arrive 6.4 meters ahead of the French team, based on the data. We are going to look at the race. At some point you will see, towards the end, that Torri Edwards, the fourth US runner, is ahead. Not surprising -- this year she got the gold medal in the 100-meter race. And by the way, Chryste Gaines, the second runner in the US team, is the fastest woman on earth.

So, there are 3.5 billion women on earth. Where are the two fastest? On the US team. And the two other runners on the US team are not bad, either.

So clearly, the US team has won the war for talent. But behind, the average team is trying to catch up. Let's watch the race.

Yves Morieux: So what happened? The fastest team did not win; the slower one did. By the way, I hope you appreciate the deep historical research I did to make the French look good.

But let's not exaggerate -- it's not archeology, either.

But why? Because of cooperation. When you hear this sentence: "Thanks to cooperation, the whole is worth more than the sum of the parts."

This is not poetry; this is not philosophy. This is math. Those who carry the baton are slower, but their baton is faster. Miracle of cooperation: it multiplies energy, intelligence in human efforts. It is the essence of human efforts: how we work together, how each effort contributes to the efforts of others. With cooperation, we can do more with less. Now, what happens to cooperation when the holy grail -- the holy trinity, even -- of clarity, measurement, accountability -- appears? Clarity. Management reports are full of complaints about the lack of clarity. Compliance audits, consultants' diagnostics. We need more clarity, we need to clarify the roles, the processes. It is as though the runners on the team were saying,

"Let's be clear -- where does my role really start and end? Am I supposed to run for 95 meters, 96, 97...?" It's important, let's be clear. If you say 97, after 97 meters, people will drop the baton, whether there is someone to take it or not. Accountability. We are constantly trying to put accountability in someone's hands. Who is accountable for this process? We need somebody accountable for this process. So in the relay race, since passing the baton is so important, then we need somebody clearly accountable for passing the baton. So between each runner, now we will have a new dedicated athlete, clearly dedicated to taking the baton from one runner, and passing it to the next runner. And we will have at least two like that. Well, will we, in that case, win the race? That I don't know, but for sure,

we would have a clear interface, a clear line of accountability. We will know who to blame. But we'll never win the race. If you think about it, we pay more attention to knowing who to blame in case we fail, than to creating the conditions to succeed. All the human intelligence put in organization design -- urban structures, processing systems -- what is the real goal? To have somebody guilty in case they fail. We are creating organizations able to fail, but in a compliant way, with somebody clearly accountable when we fail. And we are quite effective at that -- failing. Measurement. What gets measured gets done. Look, to pass the baton, you have to do it at the right time, in the right hand, at the right speed. But to do that, you have to put

energy in your arm. This energy that is in your arm will not be in your legs. It will come at the expense of your measurable speed. You have to shout early enough to the next runner when you

will pass the baton, to signal that you are arriving, so that the next runner can prepare, can anticipate. And you have to shout loud. But the blood, the energy that will be in your throat will not be in your legs. Because you know, there are eight people shouting at the same time. So you have to recognize the voice of your colleague. You cannot say, "Is it you?" Too late!

Now, let's look at the race in slow motion, and concentrate on the third runner. Look at where she allocates her efforts, her energy, her attention.

Not all in her legs -- that would be great for her own speed -- but in also in her throat, arm, eye, brain. That makes a difference in whose legs? In the legs of the next runner. But when the next runner runs super-fast, is it because she made a super effort, or because of the way the third runner passed the baton? There is no metric on earth that will give us the answer. And if we reward people on the basis of their measurable performance, they will put their energy, their attention, their blood in what can get measured -- in their legs. And the baton will fall and slow down. To cooperate is not a super effort, it is how you allocate your effort. It is to take a risk, because you sacrifice the ultimate protection granted by objectively measurable individual performance. It is to make a super difference in the performance of others,

with whom we are compared. It takes being stupid to cooperate, then. And people are not stupid; they don't cooperate. You know, clarity, accountability, measurement were OK when the world was simpler. But business has become much more complex. With my teams, we have measured the evolution of complexity in business. It is much more demanding today to attract and retain customers, to build advantage on a global scale, to create value. And the more business gets complex, the more, in the name of clarity, accountability, measurement we multiply structures, processes, systems. You know, this drive for clarity and accountability triggers a counterproductive multiplication of interfaces, middle offices, coordinators that do not only mobilize people and resources, but that also add obstacles. And the more complicated the organization,

the more difficult it is to understand what is really happening. So we need summaries, proxies, reports, key performance indicators, metrics. So people put their energy in what can get measured, at the expense of cooperation. And as performance deteriorates, we add even more structure, process, systems. People spend their time in meetings, writing reports they have to do, undo and redo. Based on our analysis, teams in these organizations spend between 40 and 80 percent of their time wasting their time, but working harder and harder, longer and longer, on less and less value-adding activities. This is what is killing productivity, what makes people suffer at work. Our organizations are wasting human intelligence. They have turned against human efforts. When people don't cooperate, don't blame their mindsets,

their mentalities, their personality -- look at the work situations. Is it really in their personal interest to cooperate or not, if, when they cooperate, they are individually worse off? Why would they cooperate? When we blame personalities instead of the clarity, the accountability, the measurement, we add injustice to ineffectiveness. We need to create organizations in which it becomes individually useful for people to cooperate. Remove the interfaces, the middle offices -- all these complicated coordination structures. Don't look for clarity; go for fuzziness. Fuzziness overlaps. Remove most of the quantitative metrics to assess performance. Speed the "what." Look at cooperation, the "how." How did you pass the baton? Did you throw it, or did you pass it effectively?

Am I putting my energy in what can get measured -- my legs, my speed -- or in passing the baton? You, as leaders, as managers, are you making it individually useful for people to cooperate? The future of our organizations, our companies, our societies hinges on your answer to these questions. Thank you.

How a _Hi Level_ Mindset Helps You Realize Your Po How's everybody doing today?

So for those of you who may not know who I am, which is probably the vast majority of you all.

My name is Cordae. I'm 24 years old. I was born in Raleigh, North Carolina. but was raised majority in Suitland, Maryland, which made me who I am today. I'm a hip-hop artist. More specifically, a Grammy-nominated hip-hop artist.

A quote unquote critically acclaimed, world-renowned B-list celebrity.

But to be honest, more like B minus. But again, you all can just call me Cordae and assume that I'm almost kind of a big deal because I am here doing a TED Talk.

Now I know what you're thinking. What does a 24-year-old rapper possibly have to say during a TED Talk? Like, who cares what Ja Rule thinks, you know? But I'm here to talk about my mantra and my way of life that has gotten me this far and can hopefully take me a lot further on my journey, as I'm just getting started. And thats the Hi Level mindset. Now before I get into the details about the Hi Level mindset, I want to tell you about the original creator of the Hi Level mindset. And that's my mom. She doesn't even know it. My mom had me when she was 16 years old. She was a single mom with all the odds stacked against her. And yet, from an unbiased perspective, I like to say she did a pretty decent job. We lived in some pretty terrible neighborhoods, man.

I switched elementary schools about five different times. I remember one time her car had got stolen twice in one week. She overcame circumstance, obstacles, her environment and negativity. As I

watched, our living situations would continue to get better and better as the years went by. Now that's Hi Level. Now the Hi Level mindset wasn't something that she directly taught me or purposefully instilled in me, but something I learned simply by observation. The Hi Level mindset is a philosophy. It's a wavelength to apply to your everyday thoughts and regiment. The Hi Level mindset will be of great service to you, especially when things aren't going as planned. These trying times that I speak of, or life testers, if you may, are what truly make us man and woman. Actually scratch that. How we handle these lifetimes,

these trying times, or life testers, is what decides a person's destiny. Which brings me to step one of the Hi Level mindset. And that's always remain positive, no matter what people or life may throw at you. Now I'm going to give you a little bit of background about myself. Funny enough, I was actually voted most likely to be famous in both middle school and high school. Now I know what you're thinking. I'm sorry. I haven't always been this good looking, it takes a little bit of time.

My goal was to graduate high school and to immediately blow up. But that didn't happen. So I went to college and as soon as I went to college, boy, did life hit me hard. Within the first couple of weeks of school, one of my best friends that I called my brother

had gotten sentenced to 24 years in prison. I had gotten detained for driving with a suspended license, amongst other things, like having a pound of weed in the car before it was legal. And my grandmother had passed. Not to mention I was already a terrible student with horrific grades and a broke teenager. And I wonder why my grades were so bad. Now that's just disrespectful. I wasn't even trying to hide it. But on top of all of these things, what was really the breaking point for me was that I had released a mixtape that I worked on the entire summer and it had only gotten 200 downloads. Now my previous two mixtapes got 2,000 downloads, so I was not happy with the regression, to say the least. Again, this almost pushed me to the brink of quitting and insanity. But the Hi Level mindset made me think, "Man.

These misfortunes are just going to make my triumph story a lot cooler."

I used this as fuel to the fire, motivation, if you will. It made me think, you know, life is just a book. Not every chapter is going to be perfect. But it's about how it ends. Which brings me to the second step of the Hi Level mindset. Always be intentional with your desires. Know exactly what you want. In 2018, I created a vision board -- at the beginning of 2018, excuse me -- I created a vision board. And I'm proud to say that with the Hi Level mindset, within one year I almost accomplished everything on here. Y'all can clap for that.

So I encourage you to just write down your goals. Starting off your day with reading your goals and

dreams aloud gives you a boost of positive energy.

This energy can be transmuted into something we call faith. Faith in your ability, faith in yourself, faith in a higher power will take you to places you can't even imagine. Know exactly what you want. How can you be Hi Level if you don't know what Hi Level is to you? And in order to do all these things, it brings me to the third step of the Hi Level mindset. Discipline. Growing up, discipline was always taught in such a lame way that I always tried my best to avoid it.

But where motivation is low, that's where discipline kicks in. Anybody who's done something noteworthy with their lives all have one thing in common, and that's discipline. Mastering the art of discipline will literally change your life. I witnessed this close hand

by studying a friend up close. This friend of mine noticed that every time he stopped doing drugs and alcohol, something good would happen.

He felt as though this was a divine calling from heaven above to halt all his vices. Now can anyone tell me the three main vices of a 19-year-old college student? It's sex, alcohol and drugs. If you all didn't know that already. And after the first six months of him stopping his vices, I seen his whole life change completely. Again he thought this is a sign that maybe God doesn't want me to do drugs, drink alcohol or have sex. But no, that's not the case. Thank you. He was just simply learning discipline without knowing. Alright. I have a confession to make. Because I don't want to make

this entire TED Talk about myself, I lied and said that this is a friend.

It was actually me.

Now a cheat code to ensure that you're staying disciplined to whatever you're striving for is to prime your environment for success. Your habits are based on your habitat. And the main product of your habitat are the people in your life. Which brings me to a very important step of the Hi Level mindset. The fourth step, to be exact. Remove all negative people out of your life immediately. Anybody that's semidoubtful or naysaying, get them out. If you're talking about your dreams and goals and they give small, sarcastic remarks ... boot them.

Just an all-around negative Nancy? Kick them out of there, man.

Does anybody in the audience know somebody that's like that? Please raise your hand. I need you all to do me a favor. Pull your phones out and block them immediately.

No, no, no. I'm dead serious. Don't let someone else's negativity cancel out your light, for it can temporarily get in the way of you achieving what's owed to you. You are a product of those who you hang around. Let's make sure we're hanging around other positive, Hi Level individuals. Now --

Thank you. Now I like to consider myself a master at this Hi Level stuff. I mean, I am here for a reason, right?

But that doesn't mean things always go my way. Even now, I just recently released

my sophomore album "From a Bird's Eye View" that I spent two full years creating. My debut album, "The Lost Boy," was met with massive critical acclaim and success, and I had a lot of pressure on myself, to outdo myself. And in my eyes and in the eyes of many, I did. I had huge expectations for this album, but when it finally released and it wasn't received as well as I'd hoped, I completely broke down. I did my fasting. I stayed positive. I wrote down my dreams and goals. I was disciplined. I was doing this every day to make sure that this big moment that it was leading up to, that would change the entire world, would go perfectly. But that didn't happen. I did not meet the expectations that I had set for myself, that the world had set for me.

And this is the first time as a major artist that I had received mixed reviews of my art. And again, it broke me down, man. I became unmotivated, I started overindulging in things that I'm not proud of. I was almost thinking about canceling my upcoming tour. I was in a very dark place. But then I heard this Yiddish proverb that A\$AP Rocky actually told me about at a most important time, and I'm sure he didn't even know it. It's We plan, and God laughs. And that made me think. The Hi Level mindset is not a recipe for perfection but a commitment to honoring your potential and what you have to offer the world. Don't let your small failures make you lose sight of your bigger picture. I'll leave you all with this. We only have one life to live. 110 years maximum

if you are a health guru and you have great health insurance.

How are you going to maximize your time on this Earth? Do you want your name to be remembered long after you're gone? The Hi Level mindset is about doing everything that you put your hands on at the highest level that you're capable of doing. Think of your life as a book. Again, each chapter isn't going to be perfect. But how do you want your story to end? In anguish? A bunch of what-ifs? Or leaving a legacy? I choose legacy. The Hi Level way. Thank you.

How a student changed her study habits by setting

when I first told my friends that I was doing a talk on a sunny method that I used I could see the

collective look of disgust that slept across their faces as they process what I just told them so bear with me as I firmly believe that the Pomodoro method has the power to change your life my typical cycle of studying used to start out determined I would come home sit down at my desk and do a couple of worksheets the only problem was that productiveness only lasted for an hour as I would easily get distracted I would usually spend a couple hours of my phone and then I would snap back into determination but find myself getting burned out once again as the minutes ticked away I would work until I physically couldn't anymore I pass out utterly exhausted when my rigorous course choice this year I had made myself promise that I would be productive I had to I had to succeed and

yet I I failed to do that every single day I struggled to stay afloat fatigued stressed and strained and I snapped as a result and quite truthfully I was disappointed disappointed with myself then one day I came across a video it was a video telling me how to study better and I was intrigued by one specific tip the Pomodoro method so what is it exactly well you start out by deciding on a task and estimating the amount of time that it will take you take for instance this AP world chapter outline I estimate that it will take me four hours of work give or take when instead of thinking about the outline as four hours of work I'm going to think about it in terms of 25 minute increments or Pomodoro's so this outline would in theory take me eight Pomodoro's the next step is to work for those 25 minutes with absolutely no distractions or you after restarting the Pomodoro but after that hyper-focused work you get to reward yourself with a five-minute break we're sure to recharge and refresh you

in preparation for the next full Medoro four cycles of this pattern of twenty five five minutes and then you get to take a long break fifteen to thirty minutes for myself I typically still try to stay off my phone during these breaks and make some coffee take short walk or and I want to feel super productive I'll do chores I know shocker this method was actually developed in the 90s by Francesco Cirillo who named the system Pomodoro which means tomato in Italian after this 25-minute kitchen timer that he used to track his work and it is important to know that although he developed the system for a twenty five five-minute pattern the Pomodoro is a fluid system it's designed to help you and help you with your work for myself I stick to the traditional twenty five five-minute pattern when I'm doing worksheets or studying for tests but for longer more time-consuming assignments like let's say projects or essays I choose to work for much longer increments that take

shorter breaks so here I am now I'm still not the perfect student and I want to iterate that but the Pomodoro has changed me it changed the way I think and act about my work when needed I could spend a full day simply working as I am just recharged had kept stimulated through the whole day with a timer constantly ticking I find myself working quickly in order to achieve and accomplish those goals through each 25-minute increment and quite truthfully it just feels so much more rewarding and fulfilling being able to check things off after the other washing your pile of work go down knowing that you accomplished something that day instead of not to call you out but wasting two

hours on Netflix so now it's my turn to ask you are you as efficient as you can be are you productive or does your time seem to just slip away do you complete your work or is it scrape together at the last minute the Pomodoro is a fluid system designed to help you produce higher quality work

in a shorter amount of time but whatever a method I encourage you to think about your time differently just some goals for yourself and strive to meet them to set aside the constant distractions and focus on your tasks at hand you never know how much time you really have until you start to use it and it looks like my break is over thank you

How can stress affect learning_ _ Dr_ Lara Boyd _ Transcriber: Deans The Reviewer: Maria Pericleous I am feeling really stressed. And its not just because Im up here in front of this large audience. I never, ever in my wildest dreams, imagined living through a global pandemic. I was already anxious about climate change, cost of living, politics, I have twin teenaged daughters and then Covid. Im a Neuroscientist and I study how our brain changes what we learn. And Im worried about what all the stress is doing to our brain health. Now, I have to be honest, I was really, really concerned about agreeing to give this talk. Im already really busy. And it felt, it felt stressful to take something like this on. But a conversation with my mom changed my mind.

We were talking, and I was sharing my concerns about stress and brain health with her. And the topic really resonated. She was so concerned about stress and learning and brain health of her grandchildren, you know, of course not herself, that I felt like I should start this conversation. Im worried, because high levels of stress for long periods of time can interfere with our ability to learn. When feel stressed, our body releases a hormone called cortisol. Cortisol does a lot of really important things in our bodies. We all woke up this morning because our cortisol levels went up. They either went up naturally and you woke up on your own, or they may have gone up rather unkindly when your alarm went off. Cortisol is normally at its highest concentration

early in the day. It slowly decreases until we go to sleep at night. The cycle repeats the next day. Cortisol regulates a number of important functions in our body. It regulates blood pressure and blood glucose. It helps our immunity. It can decrease our sensitivity to pain. And it gives us that little edge if were gonna take a test,

run a race, maybe give a TEDxTalk.

But what happens when were stressed such that our cortisol levels go up and they stay high for a long period of time? High levels of cortisol can cause us to lose bone density and muscle mass. They raise inflammation, lower immunity and they increase abdominal fat. But maybe most concerning is that high levels of cortisol can interfere with our ability to think. You know, this feeling

of just being so stressed out you can't even form a thought. And when this happens, cortisol is interfering with our ability to learn. The bottom line is that all of this stress is making all of us worse learners. So how does stress affect learning exactly then? So you need to understand that we are, simply put, learning machines. Everything we do, everything we experience is causing us to learn and it's changing your brain. So brain change in response to learning is called neuroplasticity. And it doesn't just happen in school, you're doing this all the time. Have you changed your golf swing? Well, you learned. Can you sing along to your new favorite song? Well, you learned. Do you know where to go in the grocery store to find that favorite item? And for me, it's coffee.

And you learn that, too. When we learn, we change brain cells, and our brains are made up of billions of individual cells called neurons. They communicate with one another by sending chemical signals that pass across through the brain. When we learn something new, the chemical concentration in our brain can change very rapidly. And this is the mechanism that supports the formation of a short term memory. So short term memory, it's just what it sounds like. It's a newly formed memory. It's fragile. It's easily forgotten. To be remembered and to persist across time and different situations, that short term memory has to be converted into a long term memory. Have you ever crammed for an exam? You maybe even studied as you walked into the room you were going to take the test in.

You might have gotten a really good grade. Do you remember any of that information now?

You made a short term memory when you cram, but you didn't study long enough to convert that into a long term memory. To really learn something, you must create a long term memory. And long term memories require that the structure of the brain is changed. And this happens as neurons add or move contacts with other neurons. This takes time. But long term memories are relatively permanent. Once you learn to ride a bike, you never forget. And you can ride any bike, you don't have to continue to ride the little one that you learned on. But creating that long term memory is going to take a lot of practice or study and it also requires sleep. So, what happens when we're really stressed?

High levels of cortisol interfere with the transformation of short term memories into long term memories. To create long term memories, there's other chemicals in the brain called growth factors. These growth factors facilitate the formation of long term memories. They make it easier to add and remove those contacts on neurons. Growth factors directly support learning. But in the brain, growth factors and cortisol compete. Imagine a mall parking lot, every parking spot is full. It's a total nightmare. You drive in circles and there's no parking. A similar thing happens in your brain. For chemicals to bind to your neurons, there has to be a receptor where they can attach. The receptors

are the parking spots. And if they're all full of cortisol, there's no place

for growth factor to park. And this impairs learning. There is good news, though. The single largest driver of neuroplasticity is our behavior. That means that we can adopt different behaviors, we can do things that will help our brain learn. So what on earth should we do? There's a number of ways that we can help our brain learn. One of the most powerful is exercise. So we already knew that exercise was really good for our heart and our muscles. But it turns out that it has incredible effects on the brain. Work from my research lab at the University of British Columbia has shown that even a single session of intense exercise can change cortical excitability, alter the function of your brain, and promote learning. So in these studies, we had people exercise

and then practice learning something new. And in the short term, within the same session, there's no effect of exercise. But we had people come back the next day, and we compared people who exercised to a group that didn't exercise, we found a huge advantage for the exercise group. It appears that exercise facilitates the transformation of a short term memory into a long term memory. And the best part, exercise reduces cortisol. It's the tow truck that comes in and pulls cortisol out and makes room for growth factors to park in our neurons. Importantly, it doesn't matter how you exercise. You can walk, run, garden, dance, hike, cycle, ski. They all have amazing effects on the brain. So what else can we do? Well, I don't know about you,

but I did not sleep eight hours last night. We are a population of chronically sleep deprived people. Yet sleeping eight vs six hours a night lowers your cortisol by 50%. And it also reduces your blood pressure. And sleep is essential to convert short term memories into long term memories. In other research from my lab, we studied people who practice yoga just recreationally, two to three times a week, and we compared them to runners. We tested their physical fitness, their levels of stress and we mapped their brain activity when we put them into stressful situations. Now, I'm going to admit that when we started this study, I was absolutely convinced that the runners would be healthier. And that's because I'm a lifelong distance runner. And I was right.

But I was only a little bit right.

So the runners showed higher physical fitness and that's not really a surprise. But people who practiced yoga showed lower levels of stress and a much more adaptive pattern of brain activity when we put them into these stressful situations. What is so special about yoga? Well, it's not likely the poses that are affecting the brain, as much as it is the practice of mindfulness that's associated with yoga. Other research in children has shown that practicing mindfulness, and that's just sitting still for short periods of time through the day and focusing on how you feel, lowered cortisol and improved performance in school. Mindfulness simply just seems to allow the brain the opportunity

to rest and reset. And in our crazy technology driven lives, we rarely let our brains rest. We rarely give our mind the opportunity to just wander. It seems though that our brains need these kinds of breaks, and providing them can lower cortisol, reduce stress and improve learning. Life is stressful and its full of change, but we can intentionally affect how that stress alters our brains. Exercise. Sleep. Practice being mindful. These all open up parking spots for learning. Each one reduces cortisol, lowers your stress and improves your brain health. They help learning, no matter how old you are or what it is youre trying to learn. And each one has important implications for brain health, and we really need to take care of our brains.

We each only get one. And who knows? Maybe on your next Walker Run, youll pass by me and my mom. Well see you out there. Thank you.

How childhood trauma affects health across a lifet In the mid-'90s, the CDC and Kaiser Permanente discovered an exposure that dramatically increased the risk for seven out of 10 of the leading causes of death in the United States. In high doses, it affects brain development, the immune system, hormonal systems, and even the way our DNA is read and transcribed. Folks who are exposed in very high doses have triple the lifetime risk of heart disease and lung cancer and a 20-year difference in life expectancy. And yet, doctors today are not trained in routine screening or treatment. Now, the exposure I'm talking about is not a pesticide or a packaging chemical. It's childhood trauma. Okay. What kind of trauma am I talking about here? I'm not talking about failing a test or losing a basketball game.

I am talking about threats that are so severe or pervasive that they literally get under our skin and change our physiology: things like abuse or neglect, or growing up with a parent who struggles with mental illness or substance dependence. Now, for a long time, I viewed these things in the way I was trained to view them, either as a social problem -- refer to social services -- or as a mental health problem -- refer to mental health services. And then something happened to make me rethink my entire approach. When I finished my residency, I wanted to go someplace where I felt really needed, someplace where I could make a difference. So I came to work for California Pacific Medical Center, one of the best private hospitals in Northern California, and together, we opened a clinic in Bayview-Hunters Point,

one of the poorest, most underserved neighborhoods in San Francisco. Now, prior to that point, there had been only one pediatrician in all of Bayview to serve more than 10,000 children, so we hung a shingle, and we were able to provide top-quality care regardless of ability to pay. It was so cool. We targeted the typical health disparities: access to care, immunization rates, asthma hospitalization rates, and we hit all of our numbers. We felt very proud of ourselves. But then I

started noticing a disturbing trend. A lot of kids were being referred to me for ADHD, or Attention Deficit Hyperactivity Disorder, but when I actually did a thorough history and physical, what I found was that for most of my patients, I couldn't make a diagnosis of ADHD. Most of the kids I was seeing

had experienced such severe trauma that it felt like something else was going on. Somehow I was missing something important. Now, before I did my residency, I did a master's degree in public health, and one of the things that they teach you in public health school is that if you're a doctor and you see 100 kids that all drink from the same well, and 98 of them develop diarrhea, you can go ahead and write that prescription for dose after dose after dose of antibiotics, or you can walk over and say, "What the hell is in this well?" So I began reading everything that I could get my hands on about how exposure to adversity affects the developing brains and bodies of children. And then one day, my colleague walked into my office, and he said, "Dr. Burke, have you seen this?"

In his hand was a copy of a research study called the Adverse Childhood Experiences Study. That day changed my clinical practice and ultimately my career. The Adverse Childhood Experiences Study is something that everybody needs to know about. It was done by Dr. Vince Felitti at Kaiser and Dr. Bob Anda at the CDC, and together, they asked 17,500 adults about their history of exposure to what they called "adverse childhood experiences," or ACEs. Those include physical, emotional, or sexual abuse; physical or emotional neglect; parental mental illness, substance dependence, incarceration; parental separation or divorce; or domestic violence. For every yes, you would get a point on your ACE score. And then what they did was they correlated these ACE scores against health outcomes.

What they found was striking. Two things: Number one, ACEs are incredibly common. Sixty-seven percent of the population had at least one ACE, and 12.6 percent, one in eight, had four or more ACEs. The second thing that they found was that there was a dose-response relationship between ACEs and health outcomes: the higher your ACE score, the worse your health outcomes. For a person with an ACE score of four or more, their relative risk of chronic obstructive pulmonary disease was two and a half times that of someone with an ACE score of zero. For hepatitis, it was also two and a half times. For depression, it was four and a half times. For suicidality, it was 12 times. A person with an ACE score of seven or more had triple the lifetime risk

of lung cancer and three and a half times the risk of ischemic heart disease, the number one killer in the United States of America. Well, of course this makes sense. Some people looked at this data and they said, "Come on. You have a rough childhood, you're more likely to drink and smoke and do all these things that are going to ruin your health. This isn't science. This is just bad behavior." It turns out this is exactly where the science comes in. We now understand better than we ever have before how exposure to early adversity affects the developing brains and bodies of children. It

affects areas like the nucleus accumbens, the pleasure and reward center of the brain that is implicated in substance dependence.

It inhibits the prefrontal cortex, which is necessary for impulse control and executive function, a critical area for learning. And on MRI scans, we see measurable differences in the amygdala, the brain's fear response center. So there are real neurologic reasons why folks exposed to high doses of adversity are more likely to engage in high-risk behavior, and that's important to know. But it turns out that even if you don't engage in any high-risk behavior, you're still more likely to develop heart disease or cancer. The reason for this has to do with the hypothalamic-pituitary-adrenal axis, the brain's and body's stress response system that governs our fight-or-flight response. How does it work? Well, imagine you're walking in the forest and you see a bear. Immediately, your hypothalamus

sends a signal to your pituitary, which sends a signal to your adrenal gland that says, "Release stress hormones! Adrenaline! Cortisol!" And so your heart starts to pound, Your pupils dilate, your airways open up, and you are ready to either fight that bear or run from the bear. And that is wonderful if you're in a forest and there's a bear.

But the problem is what happens when the bear comes home every night, and this system is activated over and over and over again, and it goes from being adaptive, or life-saving, to maladaptive, or health-damaging. Children are especially sensitive to this repeated stress activation, because their brains and bodies are just developing. High doses of adversity not only affect brain structure and function, they affect the developing immune system,

developing hormonal systems, and even the way our DNA is read and transcribed. So for me, this information threw my old training out the window, because when we understand the mechanism of a disease, when we know not only which pathways are disrupted, but how, then as doctors, it is our job to use this science for prevention and treatment. That's what we do. So in San Francisco, we created the Center for Youth Wellness to prevent, screen and heal the impacts of ACEs and toxic stress. We started simply with routine screening of every one of our kids at their regular physical, because I know that if my patient has an ACE score of 4, she's two and a half times as likely to develop hepatitis or COPD, she's four and half times as likely to become depressed, and she's 12 times as likely

to attempt to take her own life as my patient with zero ACEs. I know that when she's in my exam room. For our patients who do screen positive, we have a multidisciplinary treatment team that works to reduce the dose of adversity and treat symptoms using best practices, including home visits, care coordination, mental health care, nutrition, holistic interventions, and yes, medication

when necessary. But we also educate parents about the impacts of ACEs and toxic stress the same way you would for covering electrical outlets, or lead poisoning, and we tailor the care of our asthmatics and our diabetics in a way that recognizes that they may need more aggressive treatment, given the changes to their hormonal and immune systems. So the other thing that happens when you understand this science is that you want to shout it from the rooftops, because this isn't just an issue for kids in Bayview.

I figured the minute that everybody else heard about this, it would be routine screening, multi-disciplinary treatment teams, and it would be a race to the most effective clinical treatment protocols. Yeah. That did not happen. And that was a huge learning for me. What I had thought of as simply best clinical practice I now understand to be a movement. In the words of Dr. Robert Block, the former President of the American Academy of Pediatrics, "Adverse childhood experiences are the single greatest unaddressed public health threat facing our nation today." And for a lot of people, that's a terrifying prospect. The scope and scale of the problem seems so large that it feels overwhelming to think about how we might approach it. But for me, that's actually where the hopes lies, because when we have the right framework, when we recognize this to be

a public health crisis, then we can begin to use the right tool kit to come up with solutions. From tobacco to lead poisoning to HIV/AIDS, the United States actually has quite a strong track record with addressing public health problems, but replicating those successes with ACEs and toxic stress is going to take determination and commitment, and when I look at what our nation's response has been so far, I wonder, why haven't we taken this more seriously? You know, at first I thought that we marginalized the issue because it doesn't apply to us. That's an issue for those kids in those neighborhoods. Which is weird, because the data doesn't bear that out. The original ACEs study was done in a population that was 70 percent Caucasian, 70 percent college-educated.

But then, the more I talked to folks, I'm beginning to think that maybe I had it completely backwards. If I were to ask how many people in this room grew up with a family member who suffered from mental illness, I bet a few hands would go up. And then if I were to ask how many folks had a parent who maybe drank too much, or who really believed that if you spare the rod, you spoil the child, I bet a few more hands would go up. Even in this room, this is an issue that touches many of us, and I am beginning to believe that we marginalize the issue because it does apply to us. Maybe it's easier to see in other zip codes because we don't want to look at it. We'd rather be sick. Fortunately, scientific advances and, frankly, economic realities make that option less viable every day. The science is clear: Early adversity dramatically affects

health across a lifetime. Today, we are beginning to understand how to interrupt the progression from early adversity to disease and early death, and 30 years from now, the child who has a high

ACE score and whose behavioral symptoms go unrecognized, whose asthma management is not connected, and who goes on to develop high blood pressure and early heart disease or cancer will be just as anomalous as a six-month mortality from HIV/AIDS. People will look at that situation and say, "What the heck happened there?" This is treatable. This is beatable. The single most important thing that we need today is the courage to look this problem in the face and say, this is real and this is all of us. I believe that we are the movement.

Thank you.

How ethics will change the future of technology _ Transcriber: Si Gut Reviewer: Robert Tucker I want to start with a question: What do these three things have in common: a robotic arm, a neural network, a large dataset? The answer I'm looking for, it's not technology, it's not artificial intelligence, it's not even tools. The answer I'm looking for is humanity. Let's take a closer look. Robotic arms. These are machines programmed to function like a human arm. The robot has a wrist, an elbow, a shoulder, just like a human would, only the robot is metal and gears, instead of muscle and bone. It picks things up, it puts things down. We pick things up, we put things down. Robotics are a reflection of our human body, and how it interacts with the world around us.

Neural networks. These are computing systems conceptually derived from the human brain. These neural networks are comprised of artificial neurons, also known as nodes, and each node has an input that produces an output that can be sent to other nodes. This all functions like a biological neuron. Neural networks are a reflection of how our human minds interact with information in the world around us. Datasets. Datasets are a collection of information points on human habits and activities, everything from how often in a year you actually floss, to how your eyes move across the screen, to how fast your heart beats when you're looking at someone you love. Datasets are a collection and a reflection of how our human behavior forms patterns in the world around us. So you see,

our technology is not some grand, mysterious thing outside of our comprehension and control. Our technology, at its most basic level, is a reflection of our humanity. Which leads me to my next question: What does it mean to be human? So far, we've covered our mind, our body, our behaviors. But is this all there really is to being human? What about our emotions, those messy feelings, our dreams and aspirations, our ability to believe in something and to have the strength to stand for it? What about love and our need to cherish the connections with those around us? To be human means to have values, and to build our life on these values. We, as humans, are innately moral creatures. And if our technology is supposed to be a reflection of our humanity, then why does our technology today miss this crucial element of our humanity?

Well, it's all because somewhere along the way, we forgot about one of the most powerful tools we have as humans in creating and building a life and technology of values. This tool is ethics. Allow me to explain by first looking at how we use ethics in our daily lives as humans. I want you all to take a moment and ask yourselves: What is a good life? What would it mean to live this life? What would that even look like? Now, I can guarantee you that there are hundreds of different good lives being pictured in this room at this very moment. But the beautiful thing is that even though we may all have a different conception of what it means to live that good life, all of our good lives share a common thread.

Details aside, what you're picturing right now is a fulfilling life of purpose. Although there may be elements of *la dolce vita*, a good life, at the end of the day, is one you can sit on your deathbed with a sense of peace, knowing that you found fulfillment, that you fulfilled your purpose. Where do we find this purpose, though? In this life, our purpose is found in the values that define us. Whether these values be love of family, freedom to speak and be heard, resilience in the face of seemingly unmovable mountains, our values come in so many shapes and sizes. But at the end of the day, what makes a value is the conviction to say: "Here I stand, and you won't move me." Now, how do we live this life? In theory, sounds beautiful,

but I'm sure we can all agree it's not as straightforward as we would hope. It's easy to get lost in the day-to-day. It's easy to forget that we're here to fulfill a purpose. It's easy to forget that the good life is always within reach, it's just a few good decisions away. This is exactly where ethics comes into the equation. You see, at its root, ethics is a reflexive tool that we are constantly using in our daily lives. Sometimes it's consciously, as you sit and decide whether or not to bail your friend out of a financial crisis, if you'll join that protest against that law that you disagree with, if you'll join that organization for that cause that sits at your core. And sometimes ethics is unconscious, that gut instinct that causes you to act in a split second, to throw yourself in front of a car

to save that child, to offer the homeless man on the corner your jacket on a cold night. What you're doing, at either end of these extremes, and everything in between, is using ethics as a tool in the pursuit of your good life. If a good life is a life in which your actions reflect your values, then the opposite of this life is a life in which you have no values, or, even worse, actively go against these values. You see, ethics is the tool we use to reflect and determine if our actions are in alignment with our values. Think of it this way: Your purpose is like an end destination on a map. Your values are the directions you need to follow to reach that destination. And ethics, that's the compass. That's the compass that allows you, enables you, to follow those directions to reach your final destination. Remember how I said a good life

is always within reach, just takes a few good decisions? What I mean by this is: If we use ethics to

guide our decisions in a way that aligns our actions with our values, that's fulfillment, that's purpose, that's practicing ethics. Now, what in the world does this have to do with technology? Probably sitting here going, "I like values, I like a good life, but weren't we supposed to talk about tech?" Well, you see, our technology is a reflection of our humanity. And now that we understand how to use ethics on the human level, we can start to look at how to use ethic on the technological level. And I'm going to start with the same question. What is good technology? What does it mean for tech to be good? What would this even look like? Is it a social media network

designed to capitalize on our insecurities, and thrive off of content full of hate and anger? Is it a health app that tracks every single one of our movements, whether we know it or not, only to take that information and sell it to insurance companies? Is it a credit scoring algorithm that takes the zip code you were born in to determine how likely you'll be to default on a bank loan? Is it an HR hiring software that, despite your best efforts, can tell your gender, based off of the adjectives you use to describe yourself, and whether or not you'll be a good fit for that role? Is it a recommendation system, designed to pursue profit at the very cost of dignity of the individual? Is this good tech? Because this is the technology

that we have today. This is not some tech that we're building in the future; this is technology that we have built and are using. Is this good tech? Is this really what we wanted? No, of course not. We, as humans, are so much more than micropayments and privacy invasions, and social scoring, and bottom lines, and filter bubbles, and structural bias. We are more, and we deserve technology that is more. You see, good tech, it's not technology that takes advantage of our human nature; it's technology that helps us embrace the nature of being human. And we, as humans, are innately moral creatures. We have values, and we find fulfillment in life, we find our purpose in these values, which means our technology needs to be able

to support and enable and empower us to live in alignment with these values. That is good tech. And it's only a few good decisions away. What we've forgotten about in our development of our technology today, what's kept us from the pursuit of good tech We forgot about our most powerful tool. We forgot to pause and critically ask ourselves if what we're building is helping or hindering us. We forgot to reflect on our habits, and how we engage and use technology in our daily lives. We forgot to align the purpose of our systems with the values we hold as humans. Somehow, somewhere along the way, we forgot all about ethics. Now, I want you all to take a moment and ask yourself: What would this world look like if we actually used ethics

in the design and development What would it mean to align our tech to our values? What would this world look like? It would look like a world full of genuine human connection, where our technology brought us closer together, instead of driving us further apart. It would look like a world in which we

all had the freedom to chase our full potential, no matter the circumstances we were born into, in which technology opened up new avenues for success, instead of leaving our fate up to an algorithm. It would look like a world in which we could rely on each other, in which technology fostered open communication, instead of overbearing surveillance. It would look like a world in which business thrived off of building trustworthy technology, instead of tech that subtly manipulates users,

and promotes this false dichotomy of profit versus principle. It would look like a world full of people pursuing their good lives. So how do we do this? How do we create this world? We bring ethics back into the equation to use as a tool in the pursuit of good tech, like the compass that guides us along the directions to reach our end destination, we use ethics to guide our design and development decisions to align them with our values to reach that end goal of good technology. To be human means to be an innately moral creature. We have value. We live by these values. To be human means to have a mind, a body, behaviors, and to have values. Our technology is a reflection of our humanity, and it's about time that that reflection captures all of what it means to be human.

Thank you.

How faith_ consistency and devotion can work mirac hi my name is Bernhard Scott years old and I'm an IB student at this school I mean I was last time I checked anyways so today what I want to say is how faith consistency and devotion can and change your life so let me share part of my life with you so let me begin with all began on the night of a first of a 2nd of July 2012 hours around 10:00 at this time and I'll never forget this night it's a very real picture in my mind I spent the entire night and desperate pain trying to sleep but rolling around nothing else I didn't sleep at all so what happened is in the morning of a 2nd of July I went to a hospital and after seeing my mom and tears I got you nobody's Crohn's disease so Crohn's is is an autoimmune illogical disease that affects the entire digestive system going from a mouth down until the end so what wait autoimmune illogical actually means is that your own body attacks yourself so for example when you have

when you're sick your body has antibodies that attack the sickness and infest disease what happens is your body treats your own body as a disease of us not a good state to be in and some of symptoms can be diarrhea abdominal pain weight loss fever I was anemic by the time so that didn't help at all and these things you know you can imagine that's exactly the thing you want to have in the morning trip to school and a very face of expectations and for missions what extra patience this with difficult word here means is attacks semantics disease is harder and it shows itself more and remission is when it backs down and you're able to live freely so the most important thing is that Crohn's is incurable once you have it BAM you're done for life there is however some treatment if he is include immunosuppressive drugs including steroids as well as anti diplomatic drugs what these do they make your immune system a bit they weaken it a bit and therefore it doesn't tuck yourself

but what's the bad thing is

that when you're more prone to catching regular diseases so 2012 to 2014 was a search for an optimal solution that unfortunately came I had I consulted many of doctors tried a lot of diets and I was on that diet ever since that incident gluten free dairy free so if you name it I didn't heed it and then I under had undergone the most difficult of my all operation not a patient treatment and I really didn't want to have that anywhere again yeah that's me believe me you don't want to have something like this done to you as you can see there's a plastic tube down my nose into my stomach and what did this date was a bacterial transplant do you maybe change from flora it did have a short-term effect it did help me but it wasn't a solution I use so I became more conscious of how I look I wasn't happy in my own skin and as you can see I was quite massive there but that doesn't matter and you can see yeah it was like it's place to be in and I wasn't happy where I was my contents was very very low and being battled like attacked with

disease missing school and being not confident about who you are that's really a bad place to be so then I decided to change once I saw aesthetic of parameter and what this person was talking about is how he battled his own Crohn's disease of extreme physical activity it was incredible training what he did and what he did was got a remission of the Crohn's and it never showed again also I stumbled across this group of called barb brothers no not like bars when you go and drink like the pull-up bars and vSphere individuals however once I saw a YouTube video as well and I was a moment I decided to change about the moment I believed very some hope but I can aspire to you and that where I knew I have to do I knew to be tough and it'll take hard work consistence and devotion but I was ready to do it cause what crimes did to me or something that I wasn't willing to go ever again in my life view so here is my change after one years of training he faces me at 14 and 15 years old it's think of it a bit of a change not as

much just waiting for a samosa and here I was already quite confident about myself house I was much better as I wasn't that shy was like this little kiddos afraid of who he was I was now able to stand - my opinion and protected as well my constant is much better I didn't have too many excavations anymore not no more attacks and then also where some skills but I learned am i training here's my dream exercises called famous love it so I pick off many XS for what you do you put up so high but you can go over boy and push yourself up what you'll see next is some progression of the pull-ups and this is something I could never do beforehand I was extremely happy to achieve that and of course when I was starting it was didn't look like that I could never do that that's all in my dreams when I got my must-have on the arm which is awful form but they can get an injury from I was very happy and this is was like I couldn't even dream about that so I saw if I changed my body physique my confidence and my friends and family

so it to you so don't let your dreams be dreams this is me at the beginning I versus me now so as you can see I've come a bit of a way it took tons of hard work tons of consistency because without consistency for no results and devotion if you believe something you can achieve it there is nothing about this embossment but I think I would really like you to take away from this stop but if you believe something and you dream it you can do it thank you very much amazing

How mindfulness meditation redefines pain_ happine Translator: Rhonda Jacobs Reviewer: Peter van de Ven I'm here to speak about the elephant in the room. I know, but it's there for all of us, in one form or another. It's this dissatisfaction and unhappiness with what we have in our lives. Maybe if you're here or watching this, you have all the basics covered - food, water, safety, shelter. But somehow, we long for something more. As a psychologist, I've really seen how we all want to be happy, but keep chasing it in the future. And I know that myself, really well, because I had everything in life. I had loving support, education, career, but it wasn't enough, and that really frustrated me. Eventually, I discovered the real, obvious reason. It's really obvious. It's our mind. It really gets distracted

and lost in negatives, and has a difficult time being right here in the present moment. What helped me see that so clearly was mindfulness meditation. I came across it in the research in my field, and started using it with clients. And that took me on a personal journey, which eventually led me to this ridiculous gut feeling of what I had to do, which was drop everything in my life and go to a six-month meditation retreat in Southeast Asia, in a forest monastery, in silence. I tell you, it was the most difficult, unpleasant, painful six months of my life.

But it really taught me profound lessons that have inspired me to be here today. So I'm here to really share with you my personal insights and professional understanding of mindfulness meditation with the hope that you give it a chance, so you can see for yourself

how it can redefine the way we approach happiness, satisfaction, and reduce the suffering in our lives from the pain that's already there. Okay, so back to some not-so-good news about our mind: it has the tendency for a negativity bias, or evolutionary psychologists refer to it as a survival mechanism. So, if there's a bunny in the bushes, and there are sounds, our mind is ready with a stress response, for a flight-or-flight response - I did it backwards actually -

fight-or-flight response. Even if there's just a bunny, we're getting ready for a tiger. And neuro-psychologists refer to that as our brain being like Velcro to the negatives.

Latches on to negatives. Anyone familiar with that? Just hang on. And being like Teflon fabric

to the positives.

Letting them all slip away. Okay, so it's not all bad news. With the advances in neuroscience, mindfulness meditation has been shown to change the structure of our brain. And you don't have to do a six-month retreat in a . That's the good news. Even in eight weeks in mindfulness programs, practicing 40-45 minutes a day, we can improve concentration, decision-making, compassion, and, life satisfaction. So, what exactly is mindfulness meditation? It's one form of meditation, and basically it's training the brain to be present. It's based on thousands of years of wisdom tradition in Asia. And how we do it, one way, is we place our attention on the belly, to watch our breath. But we do that in a particular way,

or as Jon Kabat-Zinn, who brought mindfulness to medicine, which is quite big, actually, he defines it in four words: we pay attention on purpose, so with an intention. And in the present moment, so, right now, and the hardest part for all of us: non-judgmentally. Really tough. So, let's say this is our attention. We place it right on the belly. Guess what's going to happen with our mind?

We're going to get distracted. But, without pushing against the thoughts or hating the thoughts, or clinging onto them, good or bad, right back. Now, you can get a sense of that if you like now, if you'd like to join me, by placing your hand on the belly, and we're just going to observe two breaths.

Natural inhale; natural exhale. Even slightly. Inhale... exhale. Inhale... exhale. Okay, now, when we do that, and some of you maybe noticed that, there will be thoughts, emotions, or sensations. But we don't get lost in them. We bring our attention back. And every time we do that, guess what we're doing to our brain? We're strengthening the muscles in the brain, every time. It's a gym workout for the brain. And in the process of doing that, patiently - I mean it takes a lot of patience - and compassionately, we learn to work with our mind, and be present with whatever is here. We don't have to like what's here. When I first arrived at the forest monastery,

I asked the monk, "Is it true there are poisonous snakes on the compound?" He said, "Yes, yes. Deadly. Deadly."

"Just stay away from them. Walk mindfully." Great.

"Use a flashlight at night." And I love this one too: "Check your meditation cushion before you sit on it."

I mean... I could have died. That was, you know, a possibility. But the best part, he said, "Send them love."

"They were here before us." Okay, Mr. Monk, I wasn't ready for that yet.

But I did notice, even before going to this long retreat, I noticed some changes in my mind and how I reacted, just from daily meditation.

One day I was stuck in a traffic jam, really early in the morning, 5:40, on my way to the gym, and unexpected. And, instead of the usual, "Why aren't these people moving?", get uptight, agitated, and the mind going into "This is going to be a horrible day. I'm late for stuff," what surprised me is what I heard, and I thought, "Oh, interesting." The thought? "I hope no one's hurt." Maybe there was an accident, or maybe it's construction and those workers were up all night, and I started wishing them well. "May they be safe today." Now, I still was late, so that didn't change, but I didn't spiral into the negativity of the mind. And it really showed me, "Wow, it was worth working that muscle, and the daily practice." So, let's put together what I shared so far, with a little illustration.

Imagine this is pain It could be anything. Let's just say, stomach pain. Signals travel to the brain. If you imagine this is our brain, our mind, relatively calm. We have now a signal of pain. But it doesn't stop there. We're not usually loving to it. We hate it, and we get agitated, and wish it wasn't there. And then what we do, we let negativity leak into the rest of our mind. "Why me?" "Why is this happening?" And then? We stir it all up with negativity. "What kind of horrible thing this is." We worry. And instead of being present with the pain? We get taken for a ride in our mind. I know that really well, because I experienced that deeply at this forest retreat. You see, the honeymoon phase of "Ahh, following my dream,

meditating for so long,"

that ended after the first night.

You know, everything that brought me happiness, or I thought brought me happiness, was pulled from under my legs. The people I love, there's no technology, no social media, no Internet, just seclusion and deprivation. And there was a wake-up call in the morning, 3 a.m. every day. But, it wasn't this nice chime of ,

"Good morning, Kasim." No, it wasn't that, it was,

every morning - startling - which would begin our 13-14 hours of daily meditation. In the heat with the lovely insects, scorpions, yeah, scorpions. Actually, someone got stung by one

as they sat on their cushion when I was there, so...

And sleeping on this lovely wooden bed with just a little bit of foam. Daily hunger. Because last meal of the day? Guess what? Lunch. And when? 10:30 in the morning.

That was the reality. So whenever my mind got stirred up in any of that pain, it was crushing. I felt trapped. I actually woke up one night screaming from it all. I really saw how when we begin to fight and resist our reality, it gets worse. Things began to change for me when I just started to look at pain as pain, and saw so clearly that it was my mind that was creating the suffering, which is optional. Wow.

All I have to do is just be in this moment. And mindfulness showed me we can be in the eye of the storm. Watch it all pass, moment by moment. And there is such freedom in trusting impermanence in that way. And then, really holding our pain with great compassion. Because it's painful already. You don't need to hate it more; just be with it. You know, there's a psychiatrist, Viktor Frankl, and he said, "Choice is the last human freedom." Choice. I learned that using mindfulness is a choice. And even when all my freedoms felt like they were taken away, I experienced freedom right here. And my biggest, biggest epiphany, is happiness and satisfaction is not in the distant future, or when I go back home, it's actually available

for all of us in every moment. It blooms naturally from a state of mind that's calm, not agitated, and peaceful. So I want to leave you with this... - Oh, that was me there -

I want to leave you with this acronym that captures some of my learning, and I hope you use it when you find yourself lost in any kind of suffering. And it's LOST. The first letter: L. Just know you are lost in suffering and thoughts. Come back to the present moment. O: Offer loving kindness. You don't have to like the pain; just hold it with compassion. See and smile. See pain as pain, or, joy as joy, without the added agitation of the mind. And smile knowing you just did that. And T for take a deep breath, knowing you are not alone;

we are all dealing with the condition of the mind. So I invite you to join me in taking a deep breath into the nose.

And exhale.

So to sum up: if we don't retrain the brain, it can cause added pain, and the training can begin with mindfulness meditation. It's not a quick fix with magical results, nor is it going to make us immune to the challenges in life. But imagine, imagine if half of us created a daily meditation practice to be

more present in life with the good and the bad, offer more compassion, and feel more moments of satisfaction and happiness, and let that bloom naturally from a state of mind that's more peaceful. That's a recipe for positive change, and it can start with you. Thank you.

How stress is killing us _and how you can stop it_ fish are remarkable creatures they're acutely aware of their surroundings they can smell predators for miles away and they know the availability of food or potential mates and yet there's one thing fish are not aware of what's that they're in water right so I think there are certain similarities between fish and us people I think human beings also don't notice some of the important things and until our lives and I want to talk to you about two of those things one is a good life is a busy life and the second is levels of stress even dangerous levels of stress are acceptable and they are normal so our lives are getting more busy than ever and part of this we like right we feel productive we sort of like the frantic pace as well there's never a dull moment and we like that about it but there are as a psychologist I can see a different side to the same coin which is stress and even unhealthy amounts of stress that are becoming

normal for us today so let's do a little experiment can I have some house lights on as well so let me see you okay let me ask you some questions yes there you are so the first one is raise your hand if this applies to you are you affected by burnouts either personally or by someone else close to you who among you that's a fair amount okay so next question the stress have a negative impact on the one of the following things right sleep rule among you Wow let's loss okay diet okay amount of exercise that you have okay and the amount of spare time that you're having your life okay that's most of you basically so the next one the million-dollar question who among you would think that they would be a happier person if they'd only be less busy or less stressed in life okay wow that's a lot of you so let's let us look at another sort of point in this one and let me walk you through these figures I think you might know them these are burnout symptoms in the Netherlands like from the Central Bureau of Statistics in 2016 they're split by

age groups and by sex as well so you have the light blue those are the males and dark blue are the females and I apologize it there are in Dutch but there you can see the sir I'm sorry the age groups is 15 to 25 25 to 35 etc right so what you see here and I can try to yes okay so one of the first thing to notice is that apart from pensioners and well high school students and sort of college students as well the amount of burn out is about 15% this is lifetime prevalence and another things to notice is that 25 to 35 years old there's significantly more burnout so this is a problem and this is a problem if you think that most people don't really even get to the stage of burnout but are stressed in their lives and years for years and years and years right so a couple of the different things that are associated with stress are a weaker immune system obesity and other diet related problems even some forms of cancer some types of cancer and even in some studies premature death so serious serious stuff so there are a

couple of things well for me the question is why right I'm a psychologist I like to investigate stuff so why are we at this frantic pace well it turns out it's not one thing it's multiple things it's a lot of things so let's start by our jobs it's one of the most obvious places to look for a work-related stress so our jobs are getting more and more complicated we work more overtime than ever we are we spend an average of two plus hours emailing every day often on top of a regular workload and the boundaries between our working hours in our spare time are crumbling because we can access our email and our stuff from home right so that's our job then our daily lives are getting more and more frantic as well so we suffer from FOMO which I'm sure you know FOMO right fear of missing out which means that we put all kinds of different activities and we try to put it in a limited space of our day which means that we live on a frantic pace and that we sort of lacked the opportunity to relax in between as

well well to add insult to injury as the previous speaker talked about as well we are addicted to these things which take up every spare moment that we do have so that's bad stuff and also between our ears we get busier as well so there's a psychological psychological elements at play for example the expectations that we have about ourselves so we need need ourselves to be attractive fit healthy financially successful socially successful and happy all of the time every day right or else we feel like losers so that's a bad thing so our expectations are really playing us on us as well so let's take a step back and look at what stress really is because we're talking about this for a little bit so yeah stress by textbook definition is an involuntary physical and psychological response to a stressor so a couple of things to notice here it's something you don't choose to be stressed you get just get stressed it's something that happens in your body and it's something that happens in your head

right and it's always always a response to a certain stressor well what could be stressors well these things so health concerns family conflicts doing a test Hawk basically speaking in public is well it's up there with the most stressful things according to some people demanding social lives work-related stress stress or and everything it's it entails right it's deadlines difficult conversation with clients or customers it's your boss the pressure to achieve FOMO we've talked about it never-ending to-do lists who has those yeah me as well right okay devices that continuously want stuff from you even at times that you are well would be unavailable right so these things are potential stressors so what happens when you encounter a stressor well this somewhere in your brain like a couple of centimetres in here and your hypothalamus one heart a couple of hormones are excreted which initiates chain reaction ending here at your

adrenal glands on top of your kidneys excreting both adrenaline and cortisol and under the influence of adrenaline adrenaline and cortisol bodily changes happen so like this your your heart rate starts to rise your breath rate it goes up your muscles tense your resources go to your arms into your legs

you get some tunnel vision as well and some panicky feelings so why would this happen does anybody know surviving yes it sort of prepares your body to do one of two things right fight or flight this is the famous fight-or-flight response so this is how we still react when confronted with danger so this stems from a different time right this stems from the time when we were not hunting for job opportunities but hunting for our food and in which we are foraging not for our lunch at the cafeteria but foraging for berries and in the forests right and the likelihood of encountering a difficult or dangerous situation was way higher than it is now so the likelihood of encountering for example

one of these things was way higher so this poses a problem because our cultural evolution so if it went way faster than our physical evolution so in different circumstances now we are faced with the same system only we don't meet that many Tigers anymore right except in zoos but the Tigers that we do meet are in these kind of circumstances so it's deadlines its job interviews its conflicts with your bosses etc but our body still reacts in the same way still reacts in this way as if it's a tiger so to add insult to injury here we stress about different things about a multiplicity of things and also we stress for way longer and we know that elongated exposure to stress is a really bad thing and it leads to all sorts of problems and it can eventually lead to burnout so what's a burnout burnout is basically one of the definitions is this system getting damaged so that the things that you would sort of normally wouldn't find and find very stressful you'd now think are very stressful so

that's a burnout it's a bad thing to have it cost you a couple of months to in recovery basically so that's the bad news the good news is that you can do stuff about this and I think that being able to deal with stress effectively is going to be one of the most important skills that you have in the workplace later on so what can you do well it isn't that difficult baby basically so one thing you can do is take care of yourself which sounds like a huge cliché but it is really true one thing you should know about stress is that it often presents as a cognitive problem so yeah so you worry about something you worry about you being in a certain situation and what you should do but actually your physique how you are physically has a lot of influence and fluence on that so if you feel fit you deal with stress better and you feel less stressed so taking care of yourself entails the following couple of things well get enough sleep which but what is enough sleep well about eight hours seven or

eight hours a night regularly so at a regular going to bed and waking time so the next thing is take care of your diet which is eating a lot of veggies and nutrients and not as much sugars well have some regular exercise as well which helps for your stress tolerance be careful with alcohol drugs and those type of things because they can sort of influence your stress tolerance even in the long run and be careful about your intake of caffeine who among you have drunk more than say five cups of coffee today okay that's you're a healthy group so that's a couple of you yeah okay a caffeine really really messes with your hormone balance and the last thing is schedule some time in

your week out of any activity so that's time you schedule to do nothing at all like veg on the couch integrate stuff think about stuff right so these are the basic things another thing is this breathe so this is a nice place in the presentation because I can hear you all you okay so I want to do an experiment again I want to

invite you to close your eyes and just breathe regularly in through your nose and out for your mouth so what you can try to do is to elongate your outward breath well and as you're sitting there with your eyes closed anyway I'd like to invite you to pay attention to how you are breathing at the moment to your in words and outputs breath the way the breath comes into your body and exits maybe you can even detect a sort of a rising and a falling sensation that goes with that so the next thing I want you to do is to shift your attention to how you are sitting at the moment so your bodily sensations so it's your feet on the floor it's your back in the chair just notice and if you get distracted by a thought just bring back your attention that's fine so the next thing I want you to do is to notice that sounds that are going on that you can notice now and to shift your attention to the thoughts that are occurring right now in

your head what kind of things are going around in your head at the moment okay and then at your own pace you can get back to room okay right so I sort of seduced to seduce you to do a small mindfulness exercise we know that certain types of activities like mindfulness can train your brain to focus more and to be less to be more stress tolerance so it boosts your stress tolerance mindfulness is one of those things Yoga is another of those things sometimes some types of meditation or deep work types of activities always to train your brain to be more focused so again we're faced with a choice just like with last speaker I think the choice is real and you have to make it and it's an important choice and a choice is this you either deal with stress or stress deals with you stress is inevitable in our daily lives but you can change the way you relate to stress and that's really a really important thing and you can start by doing some of the things I've talked about today and I think this

would be a really really good plan thank you

How to Achieve Your Most Ambitious Goals _ Stephen Translator: Oriel Yu Reviewer: Queenie Lee
By a show of hands. How many of you believe you could replicate this image of Brad Pitt with just a pencil and piece of paper? Well, I'm going to show you how to do this. And in so doing, I'm going to give you the skill necessary to become a world-class artist. And it shouldn't take more than about 15 seconds. But before I do that, how many of you believe you could replicate this image of a solid gray square?

Every one of us. And if you can make one gray square, you can make two, three, nine ... Truth of the matter is, if you could made just one gray square, it'd be very difficult to argue that you couldn't

make

every gray square necessary to replicate the image in its entirety. And there you have it. I've just given you the skills necessary to become a world-class artist.

I know what you're thinking. "That's not real art, certainly wouldn't make me a world-class artist." So let me introduce you to Chuck Close. He's one of the highest-earning artists in the entire world, for decades, he creates his art using this exact technique. You see, what stands between us and achieving even our most ambitious dreams has far less to do with possessing some magical skill or talent, and far more to do with how we approach problems and make decisions to solve them. And because of the continuous and compounding nature of all those millions of decisions that we face on a regular basis,

even a marginal improvement in our process can have a huge impact on our end results. And I'll prove this to you by taking a look at the career of Novak Djokovic. Back in 2004, when he first became a professional tennis player, he was ranked 680th in the world. It wasn't until the end of his third year that he jumped up to be ranked third in the world. He went from making 250,000 a year to 5 million a year, in prize money alone, and of course, he did this by winning more matches. In 2011, he became the number one ranked men's tennis player in the world, started earning an average of 14 million a year in prize money alone and winning a dominating 90% of his matches. Now, here's what's really interesting about all of these very impressive statistics. Novak doesn't control any of them.

What he does control are all the tiny little decisions that he needs to make correctly along the way in order to move the probability in favor of him achieving these types of results. And we can quantify and track his progress in this area by taking a look at the percentage of points that he wins. Because in tennis the typical point involves one to maybe three decisions, I like to refer to this as his decision success rate. So, back when he was winning about 49% of the matches he was playing, he was winning about 49% of the points he played. Then to jump up, become number three in the world, and actually earn five million dollars a year for swinging a racquet, he had to improve his decision success rate

to just 52 percent. Then to become not just number one but maybe one of the greatest players to ever play the game, he had to improve his decision success rate to just 55 percent. And I keep using this word "just." I don't want to imply this is easy to do, clearly, it's not. But the type of marginal improvements that I'm talking about are easily achievable by every single one of us in this room. And I'll show you what I mean. From kindergarten, all the way through to my high school graduation - yes, that's high school graduation for me -

every one of my report cards basically said the same thing: Steven is a very bright young boy, if only he would just settle down and focus. What they didn't realize was I wanted that even more than they wanted it for me,

I just couldn't. And so, from kindergarten straight through the 2nd year of college, I was a really consistent C, C- student. But then going into my junior year, I'd had enough. I thought I want to make a change. I'm going to make a marginal adjustment, and I'm going to stop being a spectator of my decision-making and start becoming an active participant. And so, that year, instead of pretending, again, that I would suddenly be able to settle down and focus on things for more than five or ten minutes at a time, I decided to assume I wouldn't. And so, if I wanted to achieve the type of outcome that I desire - doing well in school - I was going to actually have to change my approach. And so I made a marginal adjustment. If I would get an assignment, let's say, read five chapters in a book, I wouldn't think of it as five chapters,

I wouldn't even think of it as one chapter. I would break it down into these tasks that I could achieve, that would require me to focus for just five or ten minutes at a time. So, maybe three or four paragraphs. That's it. I would do that and when I was done with those five or ten minutes, I would get up. I'd go shoot some hoops, do a little drawing, maybe play video games for a few minutes, and then I come back. Not necessarily to the same assignment, not even necessarily to the same subject, but just to another task that required just five to ten minutes of my attention. From that point forward, all the way through to graduation, I was a straight-A student, Dean's List, President's Honor Roll, every semester. I then went on to one of the top graduate programs in the world for finance and economics. Same approach, same results.

So then, I graduate. I start my career and I'm thinking, this worked really well for me. You know, you take these big concepts, these complex ideas, these big assignments, you break them down too much more manageable tasks, and then along the way, you make a marginal improvement to the process that ups the odds of success in your favor. I'm going to try and do this in my career. So I did. I started out as an exotic derivatives trader for credit Swiss. It then led me to be global head of currency option trading for Bank of America, global head of emerging markets for AIG international. It helped me deliver top-tier returns as a global macro hedge fund manager for 12 years and to become founder and CIO of two award-winning hedge funds.

So it gets to 2001, and I'm thinking, this whole idea, it worked really well in school, it's been serving me well as a professional, why aren't I applying this in my personal life, like to all those big ambitious goals I have for myself? So one day, I'm walking to work, and at the time my commute was a walk from one end of Hyde Park to the other, in London. It took me about 45 minutes each way, an hour

and a half a day, seven and a half hours a week, 30 hours a month, 360 hours a year, when I was awake, aware, basically wasting time, listening to music on my iPod. So on my way home from work that day I stopped at the store. I picked up the first 33 CDs in the Pimsleur German language program, ripped them and put them onto my iPod. But I didn't stop there. Because the truth of the matter is,

I'm an undisciplined person. And I knew that at some point, I'd switch away from the language and go back to the music. So I removed that temptation by removing all of the music. That left me with just one option: listen to the language tapes. So ten months later, I'd listened to all 99 CDs in the German language program, listened to each one three times each. And I went to Berlin for a 16-day intensive German course. When I was done, I invited my wife and kids to meet me. We walked around the city. I spoke German to the Germans, they spoke German back to me. My kids were amazed.

I mean they couldn't close their jaws. But you and I, we know, there is actually nothing amazing about what I've just done. I made this marginal adjustment to my daily routine.

This marginal adjustment to my process. Und jetzt, ich spreche ein bisschen Deutsch. And now I could speak some German. And so in that moment, I'm thinking, it's not supposed to be this easy for a guy like me - an old guy - to learn a new language. You're supposed to do that when you're a kid. And yet here I had done it. This marginal adjustment. So what other big ambitious goals I've been holding onto, putting off until retirement, that I could potentially achieve if I just made a marginal adjustment to my routine? So I started doing them. I earned my auto racing license. I learned how to fly a helicopter, did rock-climbing, skydiving. I learned how to fly planes aerobatically. Well, if you're like me, back in 2007, you might have the same goal I had. I was just moving back from London. I was about 25 pounds overweight

and out of shape, and I wanted to rectify that. So I could go to the typical route, you know, I could write a check to a gym I'd never go to. Or I could swear to myself that I will never again eat those foods that I love but are doing all the damage. And I knew that going that route rarely results in the outcome you desire. So I decided to become an active participant. I thought about the habits and passions that I've developed in my life, and I thought, can I make just a marginal adjustment to them so that they work in my favor as opposed to against me? And so I did. I've got a habit where I've been walking an hour and a half a day for the last seven years, and I've got this passion for being in the outdoors. And so that year, I didn't actually set the new year's

resolution to lose 25 pounds. I set a resolution to hike all 33 trails in the front country of Santa Barbara Mountains. And I'd never been on a hike before in my life.

But the truth of the matter is, it's not about the 33 trails. You have to break this big ambitious goal down into these more manageable decisions - the types of decisions that need to be made correctly along the way in order to improve the odds of achieving the type of outcome you desire. It's not about even one trail. It's about those tiny little decisions, you know, like when you are sitting at your desk, putting in just a little extra time at the end of a day. Or you're lying on your couch, clicking through the channels on your remote control, or scrolling through your Facebook feed, and in that moment,

make the decision to put it down. You go put on your hiking clothes, you go walk outside your front door, and you shut it behind you. You walk to your car, get in, drive to the trailhead. You get out of the car at the trailhead, and you take one step, you take two steps, three steps. Every one of those steps that I have just described is a tiny little decision that needs to be made correctly along the way in order to achieve the ultimate outcome. Now, when I say I want to hike 33 trails in the front country, people think about the decisions at the top of the mountain. That's not what it's about. Because if you don't make the right decision when you're on the couch, there is no decision that occurs at the top of the mountain. So by the end of the year, I'd hiked all 33 trails in the front country;

I did them a couple of times each. I even did a few in the backcountry. I lost the 25 pounds, and I capped the year off by doing the hardest half marathon in the world - the Pier to Peak. In 2009, I got really ambitious, ambitious for a guy who still, to this day, cannot settle down and focus on anything for more than ten or ten minutes at a time, and that was to read 50 books. But again, it's not about reading 50 books. It's not even about reading one book. It's not about reading a chapter, a paragraph, a sentence. It's about that decision when you're sitting at your desk at the end of the day, or when you're lying on the couch, or flicking through your Facebook feed, and you put down the phone. You pick up a book and you read one word. If you read one word, you'll read two words, three words;

you'll read a sentence, a paragraph, a page, a chapter, a book; you'll read ten books, 30 books, 50 books. In 2012, I got really ambitious. I set 24 new year's resolutions. 12 of them were what I call giving resolutions, where I did 12 charitable things that didn't involve writing a check. But it's not without its failures. I tried to donate blood, and they rejected me because I'd lived in the UK. I tried to donate my sperm; they rejected me because I was too old. I tried to donate my hair, and it turns out nobody wants grey hair.

So, here I was trying to do something to make myself feel good, and it was having the opposite effect. So anyway, I've also had these 12 learning resolutions, to learn 12 new skills. And when I

was done with unicycling, parkour, slacklining, jumping stilts and drumming,

my wife suggested that I learned how to knit.

And I'll be honest, I wasn't all that passionate about knitting. But one day, I'm sitting under this 40-foot tall eucalyptus tree that's 2.6 miles up the cold spring trail in Santa Barbara, and I'm thinking, that tree would look really cool if it were covered in yarn.

And so I went home and Googled this, and it turns out it is a thing people do, it's called yarnbombing: you wrap these public structures with yarn. And, the second annual international yarn bombing day was just 82 days away.

So for the next 82 days, no matter where I was -

if I was in a board meeting, on the trading floor, in an airplane or in the hospital,

I was knitting. One stitch at a time. And 82 days later, I had done my first ever yarnbomb.

And the response to it blew me away. So I kept going ...

with bigger, more ambitious projects that required more engineering skills. And in 2014, I set the goal to wrap six massive boulders in Los Padres National Forest at the top of the mountains. But if I was going to pull this off, I'd need help. So at this point, I had a few thousand followers on social media as "The Yarnbomber."

And I started getting packages - lots of packages - 388 contributors from 36 countries in all 50 states. In the end, I didn't wrap one massive boulder, I wrapped 18.

So I kept going with bigger, more ambitious projects that would require me to work with new materials, like fiberglass, and wood, and metals, which culminates in a project that is currently at TMC, here in Tucson, where I wrapped the Children's Hospital.

Along the way, I stopped knitting. I never really liked it.

But ... I like crocheting.

So, I started making these seven-inch granny squares - because that's the standard granny square - and I thought along the way: why am I stopping at seven inches? I need big stuff. So, I started

making bigger granny squares. So one day, I come home from a business trip,

and I've got this really large granny, and I went to the website of Guinness. I was curious what's the world's largest granny square. And it turns out there's no category for it.

So I applied, and they rejected me. So I appealed, and they rejected me. I appealed again, and they said fine, if you make it ten meters by ten meters, we'll create a new category, and you will be a Guinness world record holder. So, for the next two years, seven months, 17 days, one stitch at a time, I finally reached more than half a million stitches, incorporated more than 30 miles of yarn, and I am now the official Guinness world record holder for the largest crocheted granny square. Along the way, I've garnered an awful lot

of attention for my escapades. I've been featured in Newsweek magazine, Eric news, which is kind of the Bible for artists. But what I want you to realize when you hear these things: I'm still that C-student. I'm still that kid who can't settle down or focus for more than five or ten minutes at a time. And I remain a guy who possesses no special gift of talent or skill. All I do is take really big, ambitious projects that people seem to marvel at, break them down to their simplest form and then just make marginal improvements along the way to improve my odds of achieving them. And so the whole reason I'm giving this talk is I'm hoping to inspire several of you to pull some of those ambitious dreams that you have for yourself off the bookshelf and start pursuing them by making that marginal adjustment to your routine.

Thank you.

How to Be Happy Every Day_ It Will Change the Worl Translator: Queenie Lee Reviewer: Peter van de Ven I have what some consider to be one of the toughest jobs on the planet. I am a mom. Yes! Yes! I am a parent to three very busy little boys who magically think I'm a doctor, a baker, a coach, a chef, a therapist and have the patience of a saint 24/7. I truly do my best and some days are definitely better than others, especially the part about having the patience of a saint. I want what most parents want for my kids. I want them to have a happy childhood. I want them to be free to play, build friendships, grow to be kind, compassionate, happy adults. But there seems to be one small challenge. The World Happiness Report states

at any one time over 220 million children and 1 billion adults suffer from anxiety, depression, and conduct disorders. Not exactly a pretty picture of happy people on a happy planet. Unfortunately, as adults, whether you're a parent or not, this is what our children are learning from us. You see how busy we are every day. They feel our stress, and they watch us struggle to find our own happiness. How do we go from anxiety and depression to happy? Some good news. The World Happiness

Report also states the best predictor of whether a child becomes a satisfied adult is through their emotional health in childhood. So if I have this right, it should be easy. Happy children, happy adults, happy planet; yes.

This is the exact lesson I learned from my dad. When I was a little girl, growing up in the big city of London, Ontario, every Christmas morning my dad would take my three sisters and I to his office. You see my dad was a doctor and his office, a hospital. It was our job to stand around the beds of his patients and sing Christmas carols. We started with the same song every time, and my dad, he'd lead the singing.

Now, this is probably a TEDx first,

so join me if you know it. We wish you a Merry Christmas; we wish you a Merry Christmas, we wish you a Merry Christmas and a Happy New Year.

You guys are amazing, I am signing you all up for this year.

And look at your smiles. We did this every Christmas morning for years. Those patients, they sing along with us, just like you did. And their smiles, their smiles would light up their hospital rooms. This is what I learned from our singing. Giving back to those patients, it made them happy, and it made me happy. And we've all heard that giving makes you happy and it's better to give than receive. But have you actually thought of why? Well, researchers from all over the world have been studying the science and psychology of giving. They've discovered that our brains and our bodies are actually hardwired for giving. When we give, our endorphins kick in, giving us this natural high feeling. They've actually called it the "helper's high." Our oxygen levels rise, this would be our love hormone. And for those of you

that have been looking for the Fountain of Youth, it's our body's natural anti-aging remedy. And that feeling I got when I volunteer with my dad, that's serotonin, our body's happy transmitter. But here's the icing on the cake. Our cortisol levels drop. This is our stress hormone. Giving reduces anxiety and stress and it makes us happy. Now what if I told you, you could be happy every day, and it's simple. In fact, it's so simple a three-year-old can do it. Well, on my first son Nick's third birthday, I decided I was going to teach him how he could be happy every day. I was going to teach Nick to give. I introduced the idea over a birthday cake and ice cream: "Nick, we are going to start this super-fun family project together. We are going to give back

to the world every day for one year." Now I waited to see the excitement on his face - that excitement that I was feeling - and instead, he says, "Mommy, how many days are in a year?"

Oh yeah, not exactly the response I was looking for, but Nick was just three. I had to approach this daily giving idea a little differently. Still, I got out some craft paper and a big box of crayons, and I started again: "Nick, we're going to do one thing to be kind, helpful, giving to a person, an animal, or the planet every day for 365 days." Now, when I shared this idea with friends and the family, they thought I was being, shall we say, a little ambitious. I was going to give back to the world every day for 365 days with a three-year-old. I agreed, it seemed like a lot,

but not when you start small, just one give, one day at a time. Nick and I started a list, just to get us going, had to be easy and close to home. Donate towels and blankets for a local animal shelter, pick up garbage, recycle, give clothes to a favorite charity; and our list went on. Well, Nick quickly caught on, and now he was excited. He was actually so excited he wanted to start that day, on his birthday. So, first stop, down at the local animal shelter to donate towels and blankets. When we walked into that shelter you instantly got hit by this smell of somewhere between wet dog and disinfectant. We could hear dogs barking. I knew they were locked in cages; they were behind a closed door. Nick handed our towels and blankets over to the nice lady behind the desk.

She gave us a big smile and she thanked us for our donation. Well, as we turned to leave, Nick noticed two big glass doors that led into a room filled with cats. He went up to that glass and he peered in, and then he turned to me and said, "Mommy, can you see those cats sleeping on that red blanket back there. Will our blankets be for those cats?" He turned to the nice lady behind the desk and she said, "You bet." You'd just see Nick's little brain going. He was making the connection that his daily give was going to help those cats. Nick learned that very first day, as he turned to me and he smiled and he said, "Awesome, Mom," that giving made him happy. Day two, down at the beach for a little fun in the sun and a game: how much garbage could we pick up in three minutes or less because that was the attention span of my three-year-old.

Day three, we took that garbage and we sorted it. At the ripe old age of three, Nick learned to recycle. Well, daily giving quickly became a routine for Nick, just like kind of brushing his teeth. Well, actually come to think of it, it would be easier to teach a three-year-old to give every day than it is to brush their teeth every day, for sure. Nick asked if we could share our daily giving adventures with our friends and family, so they could follow along. So that very first day I started a blog and I called it 365give. Now, just so you know, I am not a writer or some social media guru, so you can imagine how surprised I was when people started reading the blog other than my friends and family. They started reading and engaging from all over the world.

They send me emails and leave comments with their daily giving stories because they were inspired by Nick. Actually, I was so excited I'm going to share just a few with you today. So, Henry from

London, England, wrote: "I walk past the same homeless man every day on my way to work. Today I brought him breakfast, he was so grateful I stopped, it's going to be my daily give every day from now on." Arwoney from Lira, Uganda: "I took four children that live on a street near my home to lunch today. The children were so happy to have a meal, and for the first time in a long time they felt like somebody cared." Amy from Australia: "I'm a grade four teacher, and I started 365give, a daily giving practice, in my classroom." Well, this one - this one took me by surprise. Could you really teach 365give in a classroom? I didn't know, I was just a mom.

But as fate has it, I get a call from my good friend Sarah. She's a local elementary school teacher and she says, "Jacqueline, I want to take the 365give concept into my classroom. Actually, my entire school." Well, we were both so excited, we went to work. We created an educational program, a tool for teachers that integrates a simple daily giving practice with their curriculum, we called it the 365give challenge. It's unique because it's powered by the kids. They choose how they're going to give, support causes and impact the world in ways that they choose. We started in Sarah's school, and I actually couldn't wait to hear how the kids were going to give. A few weeks into the challenge, I went down and I met with a grade two class, seven-year-old kids. When I walked into that classroom,

I'm not sure who was more excited, me or the kids. First up was Arman, he waved his hand frantically, he just couldn't wait to tell me all about the fresh-baked cookies they had made and delivered to their local firehouse. They want to thank the firefighters for all they did in their community. Arman was just beaming with pride. Next up was Mia. Well, Mia's little cousin had suffered from cancer that year, and the kids, the entire class, they decided they were going to do a popcorn sale, right at school. They raised 252 dollars, over recess, and they donated it to a charity that supports kids with cancer. But this is the part that just about had me in tears because I could never have dreamed that my super fun family project with my son could cause a ripple to so many. And it's what their teacher,

Mrs.Story, said to me, "Jacqueline, my kids are understanding how their actions can make a better world. It's connected them to each other and their community, and most importantly, it's making my classroom happy." The 365give challenge has now touched over 5,000 children in 25 schools, and we have only just begun. Thank you. The kids are sharing their daily giving stories with other kids, and it's creating a ripple into their families, their communities, and around the world. The challenge was created for kids, but it's actually for all of us, doesn't matter where you live, what you do or how old you are. Just imagine if we all did it. It started with just one child giving every day, that's 365 daily gives.

We shared, and it's rippled to right here, with all of you. Now, let's take everybody in this room, over

2,000 people, times 365 daily gives, that is over 700,000 daily gives. It's no longer just one child giving every day, but each and every one of us creating a better world, a happier world, and it's so simple a three-year-old can do it. It's a daily habit, just like brushing your teeth. Start your list today, take a look at your life, your world, your family, your day, do what works for you. Donate, volunteer, help a neighbor, be kind to a stranger. This is how we're going to go from anxiety and depression to happy. Together, we can all start small, and we can make the world a better world, a happier world, one give, one day at a time. Yes! Yes!

How to Break Through Fear and Become a Leader _ Va Let me tell you how a little pink house prepared me for my first workplace termination and set me on a path of resilience, grit and fearlessness. About 2.5 hours south of Atlanta is a little town of Wrens, Georgia, about 2,000 people. My grandmother lived in Wrens, Georgia, in a pink house nested off a dirt road, right off of East 88 highway. It had a massive yard, the kind of yard that was made for little five-year-old girls who liked to make mud pies or run chicken races with their cousins to see who could run the fastest, the chickens or the cousins.

That was summer at grandmother's house, and if I think about it, I can remember and feel that Georgia sun on my face. I can remember when I was just tall enough to jump off the bed

to use the pot next door to the bed, because the pink house didn't get indoor plumbing until 1968. Those are the memories that serve as my foundation. That's what helped me to become the woman that I am today. In the midst of those challenges, I can hear my grandmother's voice laced with a little bit of sternness when she said, "Valerie, it's your time to go get the eggs out the chicken coop," or sometimes even select the chicken for that day for dinner. I learned then that I would, I should and I could. Now all of our memories are clearly not laced with warmth, because I can also remember when my family struggled. When my mother struggled. And I think about that pink house. That pink house was not only my classroom, but it was my mother's refuge. My mother was my sort of first view into leadership.

And when I think about her and all the other women who went through challenges and how they used those challenges, sort of to catapult them into becoming the women that they were to be. Lesson number one. Several years ago, I had to learn what it meant to accept loss, but not defeat. I was riding high on my career. I was a reproductive endocrinologist and fertility specialist who was clearly smoothly transitioning to an academic administrative research career. I became the chair of the department. I founded the center for Women's Health Research at Meharry Medical College, which was the first center of its kind, and then I became the dean of the School of Medicine. And at that time, I was the youngest dean of a medical school in the country.

Then it all came tumbling down.

When the new president of the school asked me to step down. He asked me to step down. I was devastated. I was embarrassed, I was ashamed. I was fearful. Fear was what I felt most of all. Would I ever be able to get another job like this? What about this sense of loss, humiliation? What would my family and my friends think about me? Would they have a negative view of me as I went through? I had to reach back to that pink house, and I had to recall how my mother had gone through a similar crossroads in her life when she had to gather her four little daughters in the middle of the night to leave an abusive husband. Lost, but not defeated. What did she do? First of all, she was accountable. She actually said,

"What of my actions potentially could have contributed to the situation that I find myself in?" Then she took action because she was responsible, and she knew that she had to leave in order to protect her girls. I had to do the same thing. To paraphrase one of my favorite authors, Paulo Coelho, he says that before a dream is realized, the soul of the world tests everything that you have learned. And it does this such that when you are in pursuit of your dreams, you are also mastering the lessons learned in pursuit of that dream. I was being tested in the pursuit of my dreams, and the lessons that I had learned from my mother had prepared me for my circumstances, and I could move on and move forward in my career. Lost but not defeated. Now this leads me to leadership lesson number two.

Never fear, be fearless. Now, all of us know that fear is an unpleasant emotion, right? It is often, though, a healthy one because it will cause you to take action, just like my mother did when she had to leave that abusive relationship. Because it is an emotion and it is a biological response, sometimes we think that the act of being fearless means that we are not afraid. You can still be afraid, and so you may not be able to cancel that fear out completely, but you can put it to sleep. You can learn how to lean into your fear. And I think the best way to do that is to do something over and over and over again, successfully. I believe it's a superpower. It's the superpower my mother had. She could multitask, she could go to work, she could cook and clean, she could go to work, she could run errands,

she could come back to work. And then she still had empathy. She failed, she succeeded. Not always, guys, to joy, but to completion. And I recognized that I had to do the same thing. So when I put myself back out there, I had to interview, I had to be evaluated over and over again, I was tested over and over again, I heard no, I gave the word no, until I got to "yes," until I got to the role that allowed me to align my passion with my purpose. Turning your fear into being fearless allows you to accept the challenges that you have, laced with risk, leading you to a place that will be right for you. Now this brings me to my third lesson. Giving back and paying it forward. As the president and CEO

of Morehouse School of Medicine, I get to sit at so many different tables,

tables where I'm actually able to use my voice and talk about the things that are near and dear to me, like diversifying the health care workforce or working toward the elimination of health disparities, or ensuring that we have culturally competent providers that are going to provide that highest quality of care. And yes, I learned from my mother how to give back in the traditional ways, community service, charity. But I also believe it's important for women to tell their story. I've told my story about watching my mother navigate through an abusive relationship. I was a child, that had an imprint on me. I've told my story about the professional journeys and the challenges I've had to get to the point where I am today. We must do that for each other because women must be heard,

but they also must listen. This is what gives us hope that we are not alone, and that there is a light at the end of those dark tunnels. And of course, as a medical professional specializing in women's health, I give back by staying on the forefront of reproductive rights.

Who has the right to tell me what's right for my body? For my body --

for myself, for my mental well-being, for my family. Women's reproductive rights and women's health rights should have equal parity to any other choice I make about my health. And I really don't need anyone to tell me what's right for me. I need you to help me make the right choices with me, but not for me.

And I should have the ultimate say. Now, I am fortunate that my job is to pay it forward. This means that I also must stand and raise my voice when decisions like the recent Supreme Court decision on affirmative action came out. It will impact the ability of people to have choice and to further their education. Many of the women in this room, we know that we have benefited from affirmative action, I clearly did. Whether it was in college or the workplace, and if we are honest, many of us would not be where we are today if it wasn't for affirmative action. So we should really be first in line talking about affirmative action, particularly in higher ed and in the medical profession, because we know that race and gender concordance impacts health outcomes. So how is it that we can have

a military exemption for the good of the country, but not a medical exemption for the good of the country?

Particularly if we are interested in eliminating disparities and achieving health equity for all. So I challenge you as leaders, I challenge you as women to raise your voices. We need more diversity in the future, not less. I go back to that pink house because that pink house is where I learned to be vigilant. It's where I learned and understood that I had choice. It's where I learned and understood

that I could be committed to my dreams, my aspirations. It's where I learned how to be fearless. It's where I learned to take that fear and turn it into a weapon of success that has allowed me to lead. That little pink house is where I gained courage.

And I was surrounded by my sisters, my mother, my grandmother, my great grandmother, all pushing me forward. Great leaders are not produced through the number of titles or degrees that they have, but through life experiences, through the distance traveled, the tables they sit, the conversations they have, and what ensues in those conversations. I learned from my time in that pink house that for some of us, it starts early on. For others, though, the title may just be woman. Remember, fearlessness, grit and resilience. And that you are enough. Thank you very much.

How to Build Self Confidence _ CeCe Olisa _ TEDxFr

each morning I look in the mirror and I tell myself one thing to boost my confidence don't wait on your weight to live the life you want my name is CCO lisa i co-founded the kirby con a plus-size fashion convention during New York Fashion Week I'm also a lifestyle influencer which basically means I share my life with thousands of people on the Internet growing up I always wanted to be on stage dance theater singing I loved it all it takes confidence to go out on stage and perform but luckily for me there was no shortage of love and validation in my family I like to think of confidence as a big red balloon that can either soar or deflate my parents had the challenge of raising three daughters and making sure that each of our confidence balloons was sky-high and full they did a great job baby Fifi had a soaring confidence balloon until around elementary school I was the only

Nigerian girl in my class but that wasn't a problem I was significantly taller than the other girls and instead of long straight hair I had big kinky natural hair but those things weren't a problem either the problem was my body according to the national report on self-esteem 98% of girls feel that there is an immense pressure from external sources to look a certain way in elementary school a teacher pulled my mom aside to let her know that while I was a good dancer I would not be allowed in our school's elite dance group because I didn't have a dancer's body for the first time my confidence balloon lost a little bit of air I went to a performing arts high school with famous alumni like six times Tony Award winner Audra McDonald my junior year a teacher told me privately that while I had a great audition for the school musical he just couldn't give me the part I wanted why well he said there would be that scene where you'd have to admit that you made love in the back of a car and it's simply

unrealistic but someone of your size would fit in the back of a car as I listened to a teacher that I respected tell me that my body was the reason he was choosing to ignore my talent my face got hot with embarrassment I've not formed in the pit of my stomach I thanked him for his feedback and I

rushed out of his classroom just as tears began to fall down my face I wanted to quit but there's an expression amongst us Nigerians Niger know they carry laughs which in my family met if you have a goal you don't quit you keep working until you achieve it my senior year my classmates voted me most talented my teachers couldn't see past my body but my classmates could and that gave me the tiny burst of air that my confidence balloon needed to move forward so after high school I moved to New York City I graduated with a degree in theater and I became a working actor doing shows around the country then I decided that I wanted to land a role on Broadway and my weight became an issue

once again in final audition after final audition I would have casting directors say CeCe gosh we love your talent but your wait did I die I'm sure I could get smaller but I could never get skinny by the end of an entire year of rejection by casting directors my confidence balloon with lying dead and lifeless on the floor when I confided in the people I loved most that I thought that I would never have the career I wanted the relationship I wanted the life I wanted unless I was skinny their response was to hug me and tell me that I was beautiful but that did nothing to revive my confidence my parents could revive my confidence for me and neither could my friends this time I'd have to do it myself so when faced with the challenge of boosting my own confidence that I could do what I loved onstage I just quit I stopped auditioning I got a corporate job to pay the bills I developed an eating disorder I was miserable and in an effort to stay creative and feel less alone I got on

the internet and started sharing my stories of what it was like to be an awkward plus-sized girl in New York City forbes.com says that confidence is the outcome of the thoughts that we think and the actions we take as my Instagram and YouTube audience gained a following I went through a process that overhauled and rebuilt my self-confidence through that process I learned four key steps to building self-confidence I'd like to share those with you today sound good step 1 identify your perceived obstacle step 2 imagine what your life would look like if your obstacle disappeared step 3 address your perceived obstacle step 4 choose to live the life you imagined today that was a lot taken right all right let's break it down step 1 identify identify your perceived obstacle so for me I thought that my confidence would greatly improved if I lost a bunch of weight that may not be the thing for you and that is okay in order to identify what your perceived obstacle I invite you to finish this

sentence my life would be perfect if so what is it what is that thing that you are using as an excuse to opt out of the life that you really want now comes the fun part steps you imagine what your life would look like if that obstacle disappeared according to a Harvard psychology study the brain actually can't differentiate between a real memory and an imagined one this is why visualization is so important I'll give you an example while you think about what your life would look like if your obstacle was gone so I used to fantasize about myself as a skinny person I've never been skating in

my life but I was obsessed with skinny Fifi and the life that she would live in my head skinny Fifi would travel the world skinny season II would wear what she wanted not what would cover her up the most she would get up in the morning and dress without shame skinny Cece would do what I consider the most valuable neural act I could think of

skinny Fifi would put a full body photo on her dating profile app now it's your turn what does your life look like without your perceived obstacle are you sitting in a big corner office after a promotion are you boarding the plane to your dream vacation while you think about that let's move on to step 3 address your perceived obstacle now I am a firm believer in hiring therapists and coaches when it's time to level up so it was my turn to level up I hired my first ever therapist and I immersed myself into the world of online and body positivity I decided in order to address my perceived obstacle I needed to remove skinny as a goal altogether now before you say that I'm promoting obesity I need you to hear me out for just a second I was a 10-pound baby so maybe just maybe I came into this world as a big girl and it just is what it is yes we live in a world that values the scale over the soul that values used over wellness that values looking good over feeling good but in a world like that I

chose to go against the grain I chose to stand up for myself and embrace health as a practice not a pant size I decided that healthy living of the daily practice was my goal and consistency was my measure of success how will you address your perceived obstacle will you research scholarships while you figure out how to get into your dream school will you reach out to a therapist about past traumas that are bothering you I'm gonna be really candid here except that we can take a long time to figure out so while we work on step three we're gonna get started on step 4 same time step for choose to live the life you imagine today which are probably thinking of fifi how can I live the life I imagined when I still have my obstacle right I can't do that it's not true you don't have to wait on your perceived obstacle just like I didn't have to wait on my weight remember my skinny CCE imaginations imaginary life what did skinny Fifi do skinny CD traveled the world Here I am traveling the world I'm

not skinny skinny assisi wore what she wanted Here I am wearing what I want and I'm not skinny skinny Cece put a full body photo on her dating profile at here iam full body photo d-hop not skinny how will you choose to live the life you want right now nothing likes me up more than when I see people shouting me out on Instagram and sharing their stories of self-confidence as you embark on your journey of self-confidence I'd like to remind you of one thing I started my journey because of my desire to stand on stage and do what I want so I identified my perceived obstacle I imagine what my life would look like if that obstacle disappeared I made a plan to address my perceived obstacle and then I chose to start living the life I imagined right away and guess what Here I am standing before you doing what I love on stage thank you

How to Calm Your Anxiety_ From a Neuroscientist _ You know when you get that ambiguous email from your boss and you start to feel sweaty palms and that empty, freaked out sensation in your stomach? Welcome back, anxiety. Most of us think of anxiety as a bad thing, something to be avoided at all costs. But what if it weren't? What if you could take all of that energy racing around your brain and your body and transform it into something helpful?

Global anxiety levels, both the clinical kind and what I call the everyday kind, have increased tremendously in recent years. And many of us are noticing this at work. We might think of anxiety as something that we'd rather just leave on the side of the road if we could. But anxiety is an important tool that arose during our evolution

that we use to avoid danger. It's essential for our survival. So how come we don't even feel vaguely protected by it? It's because the volume of our individual and collective anxiety levels has been turned way up too high, and too much of even a potentially good thing like anxiety is bad. So I would like to share two powerful, science-based tools for turning down the volume on our anxiety and helping us get anxiety back to its helpful, protective state. And both of these tools begin by connecting with our bodies. Tool number one is breath work. It's just simple, deep breathing. Slowly inhale and exhale. This can be one of the most immediate ways to calm anxiety, because deep breath directly activates the natural de-stressing part of our nervous systems called the parasympathetic nervous system. I recommend a boxed breathing approach, which is: inhale deeply on four counts,

hold at the top for four counts, exhale deeply on four counts and hold at the bottom for four counts. You can even do this in the middle of any anxiety-provoking conversation, and no one will even know. Lots of people, from ancient monks to modern meditators, have figured this tool out and use it all the time. Tool number two: moving your body. This one also has immediate positive effects on your mood state, but for a different reason. Every time you move your body, you're releasing a whole bunch of beneficial neurochemicals in your brain. These neurochemicals include dopamine, serotonin, noradrenaline and endorphins, mood and reward-boosting neurochemicals that work to both increase positive mood states and decrease negative ones. I like to say that every single time you move your body, it's like giving yourself a wonderful

bubble bath of neurochemicals for your brain. So when your boss's email comes in and your heart starts to race, what exactly can you do? If you're in an office, try taking a short walk around the block or even to the supply closet for some sticky notes. If you're working from home, put on two of your favorite songs and dance around the living room like no one is watching. Studies have shown that all it takes is ten minutes of walking to get those mood-boosting effects. But be creative with your movement session. Whether that's a quick session of power vacuuming a la Mrs. Doubtfire when

you're stressed about a deadline or doing a set of jumping jacks or getting off the elevator one floor early to do a power walk up that last flight of stairs before an important meeting.

All of these possibilities will all help your anxiety levels come down. In fact, I tested this effect on my own NYU students. First, I had them take an anxiety assessment before leading them in a movement session that included movements from kickbox and dance and yoga and martial arts together with positive spoken affirmations. Then I had them retake that same anxiety assessment again. What happened? After our movement session, their anxiety scores had decreased to normal levels. Now that's powerful, real-world example that you can use in your life today. So make sure to incorporate these bursts of activity in your day, and try one out next time you're feeling stress. It can really make your anxiety feel less all-consuming. Once you connect with your body

and turn the volume down on your anxiety, two important things will happen. First, when that email comes in, you'll be in a better position to evaluate what about it makes you anxious. Is it that you've taken on too much or that you feel insecure about a particular skill set? In other words, you'll be able to use this emotion, anxiety, for exactly what it was evolved to do: warn you about potential dangers so you can become aware of them and find ways to effectively and creatively address them in your everyday life. Second, once you find the warning signals in your anxiety, you'll be able to communicate with others. You might seek out advice from a trusted colleague when that difficult issue arises. Or you might even have a conversation with your boss about how to prioritize projects. Because you're no longer

in fight-or-flight mode, asking for that support won't feel nearly as threatening. And one of the best gifts of approaching your anxiety in this way is that you will be able to notice those telltale signs of anxiety in everyone else around you, especially those forms of anxiety you're most familiar with. And what will that do? That will allow you to give that person a smile or a kind word to help them through that moment. In other words, your own form of anxiety can boost your personal super power of empathy. And I can't think of anything we need in this world today more than higher levels of empathy for one another. Your take-home in all of this? If you breathe, move and take note of what your anxiety is signaling, you'll feel more fulfilled, more creative, more connected

and less stressed overall. And that's my wish for every one of us.

How to Claim Your Leadership Power _ Michael Timms Are there any other parents here who have struggled to get your kids out the door on time?

So, you know, right? It's like herding kittens.

My wife and I would start nagging our three daughters long before it was time to leave, but that obviously wasn't working because we were always late for everything. But one day was a complete Gong Show. Five minutes before we needed to leave for an important event, I found my oldest daughter on the porch reading, my middle daughter was playing the piano, and my youngest daughter wasn't wearing any socks. So I told them, "Stop reading, stop playing the piano, put on your socks, and everybody get in the car."

Five minutes later, nobody was in the car.

On my way to help my youngest daughter with her socks, I noticed my oldest daughter was still on the porch reading. Now I'm starting to lose it. Her response? "I didn't hear you." But before I could say a word, I heard the piano start playing again.

And that's the story of how I lost my mind. The end.

I just wanted my daughters to take a little ownership for getting out the door on time. But then I remembered something I teach management teams. You can't inspire accountability in others until you model it yourself. That's when I realized I wasn't taking any accountability for this problem, I was blaming it totally on my daughters. So I tried a different approach

and looked in the mirror. What was I doing, or not doing, that may be contributing to this problem? Then it hit me. I knew when they needed to be done breakfast, dressed, groomed and ready to leave. But did they? I also knew what time it was, but there were no clocks in their bathrooms, which I discovered is like a different dimension from my girls where time ceases to exist.

Solution. I put big clocks everywhere and posted the schedule in a common area. And you know what? It actually worked. Now we're not perfect at getting out the door in time, but it's much better than it was. I had fallen into the same trap that many people in leadership positions fall into, which is blaming other

people for a problem without considering my part in it. While working with leadership teams, I discovered three powerful habits that elevate the performance of others. I call it the three habits of personal accountability. Habit one: Don't blame. Habit two: Look in the mirror. Habit three: Engineer the solution. This sequence of habits has an almost magical effect on other people's behavior. And you get better results. But this isn't just for CEOs and managers. We're all trying to help others be better, right? As a parent, a coworker or a volunteer. Here's why these habits work. Habit one: Don't blame. Think about the last time you blamed someone for something. How did it turn out? Probably not well. That's because our brains interpret blame the same way they interpret a physical attack.

Blame triggers

the fight-or-flight response, which effectively shuts down our prefrontal cortex, which is the problem-solving part of our brain. So when I was getting angry at my daughters, it wasn't motivating them. It was actually impairing their brain function. Researcher Dr. Amy Edmondson studied hospital teams to see how culture affects people's willingness to report medical errors. She expected that the high-performing teams would make fewer mistakes, but to her surprise, they reported more errors. Why? Because when people aren't blamed for problems, they're more willing to admit their mistakes and learn from them. But in cultures of blame, people hide problems or point their finger at someone else.

No one is going to take accountability if they think they're going to be blamed for doing so. Blame destroys teamwork, problem solving, learning and initiative. In other words, blame kills accountability. So what should we do instead? Habit two: Look in the mirror. Most of us are really good at noticing other people's mistakes, but we're not so good at noticing how we contribute to problems. One time, my assistant helped me mail out hundreds of expensive marketing packages to prospective clients. Three weeks later, no responses. So I checked one of the cover letters. It read, "Dear Mr. Smith, "

She missed one of the variable fields in every letter. Thousands of dollars down the drain. Now, she felt awful and said, "This is totally my fault."

I was thinking, "You are darn right this is totally your fault."

But then I looked in the mirror and I realized I didn't highlight any of the variable fields in yellow like they are in all our other templates. If I had, she couldn't have missed it. Now I'm not saying that every problem is my fault. But if I look closely enough at my problems, I can usually discover how my actions or inactions contributed to them in some way. This is a profound insight because if I can see my part in a problem, I can do something about it. The next time you encounter a problem, try this. Ask yourself: How may I have contributed to this problem? I taught these principles to a construction company, and followed up a few weeks later to see how things had changed. A project manager told me

the following story. "Our general manager is a total blamer, and team meetings usually turn into blame sessions. But the week after you taught us these principles, that meeting went very differently. When our general manager identified a problem, he was about to lay into the person who he thought was responsible. But then he stopped, put his head in his hand for a moment, then looked up and said, 'This is how I think I contributed to the problem.' The mood in that meeting

changed instantly. And then I saw something I have never seen before. Other people began raising their hand saying, 'No, boss, it wasn't just your fault. This is how I think I contributed to the problem.'" When leaders acknowledge their part in problems first

it makes it safe for everybody else to do the same. And if nobody else follows suit, then you've earned the moral authority to ask, "And how may you have contributed to this problem?" Before others will allow us to hold them accountable, they must first see us hold ourselves accountable. Now what if the cause of your problem isn't what you think it is? Habit three: Engineer the solution. When bad things happen, our brains are hardwired to blame the person closest to the mess and ignore other causes. Fortunately, there's a fix. It's called "systems thinking," which is noticing how environment and processes influence behavior. Systems thinking emerged toward the end of World War II, when the US Air Force noticed that a lot of their planes were crashing without any mechanical problems.

Their conclusion? "Our pilots are idiots."

So they engaged some consultants to help them select less error-prone pilots. When the consultants investigated, they discovered they didn't have a pilot problem. They had a cockpit problem. For instance, pilots confused gear handles that looked and felt the same if they were located right beside each other. Or they mixed up controls if they were in a different position, in a different model of plane. Design better cockpits, the consultants concluded, and you'll have fewer crashes. So the US Air Force engineered the solution by simplifying cockpit design. Similarly, when I stopped blaming my daughters, I noticed the environmental factors that were influencing their behavior.

I engineered the solution by putting up clocks and a schedule so they had the information they needed to take the initiative. Instead of asking, "Whose fault is this?" Ask: "Where did the process break down?" This question is your secret weapon to short-circuit the blame game and find sustainable solutions to your problems. Remember, you can't inspire accountability in others until you model it yourself. The next time you encounter a problem, test this sequence of habits and watch it change your outcomes. Don't blame. Look in the mirror. And engineer the solution. Be the change that you want to see in others. Our world is in desperate need of more people who take ownership of problems and solutions. In our workplaces, our homes and in our society.

And the secret is, as you model these behaviors, so will those around you. It's kind of magic. Thank you.

How to Get Your Brain to Focus _ Chris Bailey _ TE Translator: Viviane P. Reviewer: Amanda Chu

A few years ago, I began to observe something in my own behavior that made me a bit uncomfortable. And that was that from the moment that I woke up to the end of the day, my life was a series of screens. I started the day with the thing that woke me up first thing in the morning, my phone, and so I sat there in bed watching various cooking videos on Instagram and bouncing around between a bunch of different applications. But then it was time to get out of bed and cook breakfast, and so the thing that I focused then on, in addition to the omelette in the pan, was the iPad that was right next to the oven. And then it was time to do some work, and so I went to a different screen which was attached

to another screen itself. All the while, this little devil on my wrist was tapping and beeping and blooping and distracting me as I was trying to get important stuff done. But there was one particular offender out of all of these different devices that I wasted more time on than anything else. That was this dastardly thing: my phone. I could spend hours on this thing every single day. And so I decided to essentially, for all intents and purposes, get rid of the thing for a month. As an experiment, I thought, "I'm going to live on this thing for just 30 minutes every single day at a maximum." And so this is the amount of time I have for maps, this is the amount of time to call my mother, this is the amount of time I have for everything that I could

possibly want to do, to listen to music, to listen to podcasts, and I observed what happened during this time. It took about a week to adjust downward into a new, lower level of stimulation, but once I did, I noticed that three curious things began to happen. First, my attention span grew. It was like I could focus on things, not effortlessly, but with much more ease than I could before this experiment started. In addition to this, though, as I was going about the world and especially when my mind wandered a bit, I had more ideas that my mind arrived at, and on top of this, I had more plans and thoughts about the future. Getting rid of one simple device led to these three effects. Why? Noticing this a few years back

led me on this long journey to get to the bottom of what it takes to focus in a world of distraction. I pored over hundreds of research papers from front to back at my office. I don't know if you've ever watched one of those crime shows where somebody's solving a murder. And so they have this big Bristol board, and there's string attached to papers attached to memos attached to newspaper clippings - this is like what the state of my office was. I flew out to meet experts around the world who study focus; I conducted more experiments on myself until the point I had 25,000 words of research notes about why this is the case. How does technology influence our attention and our ability to focus? I want to start with the attention spans that we have. This is how we pay attention to the world around us and how much control

we have over our focus. The research around this particular area is fascinating. It turns out that

when we do work in front of a computer, especially when our phone is nearby, we focus on one thing for just 40 seconds before we switch to doing something else, and when we have things like Slack open as we're doing some work, this lowers to 35 seconds. But the reason that this is the case is not what we might think, after looking at the research. We think the problem is that our brains are distracted. But after looking at the research, this is what I've come to know as a symptom for the deeper problem, which runs much more deeply - it's the root cause of this distraction. It's not that we're distracted; it's that our brains are overstimulated. It's that we crave distraction in the first place. Our brains love these tiny little nuggets of information and social media and email

and these things that we do over the course of the day. There's even a mechanism in our mind called the "novelty bias," by which our mind rewards us with a hit of dopamine, one of those wonderful pleasure chemicals, the same one we get when we eat and order a whole medium pizza from Domino's, you know, the same one that we get when we make love. We get that same stimulation when we check Facebook. We get this dopamine coursing through our mind. And so we not only crave distraction, but our mind rewards us for seeking out and finding distraction in the first place. So, this is the state of our minds today. We're at this hyperstimulated state where we bounce around between these bunch of different objects of attention that are very, very stimulating for our mind. And so I thought, "Okay, if the phone

had this impact on my attention span, what if I lowered how stimulated I was even more, still?" And so, you know, this feeling that we experience when we go from being in a state of high stimulation into a state of low stimulation, it has a name. That name is called "boredom,"

you know, this restlessness that we feel when we have this super busy week and then we're lying on the couch on a Sunday afternoon, thinking, "Alright, well, what am I doing now?" So, I put out a call to the readers of my website and I asked them, "What is the most boring thing that you can think of doing? I'm going to make myself bored for an hour a day, for a month." And so I did some stuff that I still am upset about from my readers, to this day. Day one, I read the iTunes terms and conditions for one hour.

It's actually shorter and more readable than you might think. Day four, I waited on hold with Air Canada's baggage claims department. It's very easy - This is the trick: if you want to make yourself bored, don't call the reservations department, call the baggage claim people because you're going to wait hours, if you ever get through at all. Day 19, I counted all the zeroes that I could in the first 10,000 digits of pi. Ugh. Day 24, I watched a clock tick, tick for one hour. And 27 other activities this month. Jeez. I still think back. But curiously, I noticed the exact same effects as I did during the smartphone experiment. It took about a week for my mind to adjust downward into a newer, lower level of stimulation,

and this maps, curiously, on top of research that shows that it takes our mind about eight days to fully calm down and rest, like when we're on vacation, as an example. Our vacations need to be longer than they are today. But I also noticed that my attention span expanded. I was able to focus even more effortlessly because I wasn't surrounded by fewer distractions, but my mind was so much less stimulated that it did not seek the distraction in the first place. But the fun part were these ideas and plans that struck me that didn't before, and the reason that this is the case is because my mind had a chance to wander more often. There's a great quote that I love that you might be familiar with from J. R. R. Tolkien,

where he says that "not all those who wander are lost," and the exact same thing is true, it turns out, with regard to our focus, with regard to our attention. If you think back to when your best, most brilliant ideas strike you, you're rarely focused on something. Maybe this morning you were taking a shower, or maybe some morning in the past, and then your mind had a chance to connect several of the constellations of ideas that were swirling around in your mind to create an idea that would never have materialized otherwise if you were focused on something else, on your phone, for example. This is a mode, especially when we do this deliberately, when we deliberately let our mind wander; I call this mode "scatter focus." And the research shows that it lets our mind come up with ideas, it lets our mind plan because of where our mind wanders to. This is fascinating.

It turns out that when we just let our attention rest, it goes to three main places: We think about the past, we think about the present, and we think about the future. But we think about the past less than we might think, only about 12% of the time, and often we're recalling ideas in these thought-wandering episodes. But the present, which is a much more productive place to wander - we wander to think about the present 28% of the time. And this is, you know, something as simple as you're typing up an email and you can't find a way to phrase something because it's very delicate, maybe it's political, you go and walk to another room, to another room of the house, the office, and the solution hits you because your mind had a chance to approach it and prod at that problem

from different directions. But here's the thing: our minds wander to think about the future more than the past and the present combined. Whenever our mind is wandering, we think about the future 48% of the time. This is why when we're taking a shower, we plan out our entire day, even though it hasn't started yet. This is called our mind's prospective bias, and it occurs when our mind wanders. If you're good with math, or maths, I should say - not in Canada anymore - these numbers don't add up to 100. It's because the rest of the time, our mind is dull, it's blank, or it doesn't have an idea inside of it that is rooted in time. But whatever it is for you that lets your mind wander, something that's simple, something that doesn't consume your full attention.

Mine happens to be something that is not necessarily stereotypic of my age and gender demographic, but I love to knit. Knitting is one of my favorite hobbies; I knit in planes, I knit on trains, I knit in hotel rooms. I was knitting in the hotel room before this event today because it helps calm you down, it helps settle your nerves. And I come up with so many ideas when I knit, I have a notepad next to me. But whatever it is for you - it might be taking that extra long shower, it might be taking a bath, upgrading your shower to a bath so you can soak not just with your body but with your ideas as well. It could be simple; if you're at work walking from one room to another in the office - very simple change - but if you don't use your phone during that walk, your mind will go to the meeting that you're about to attend,

it'll go to the call that you were just on, it'll wander to the ideas that are circulating, and it'll make you more creative in this way. It could be something as simple as waiting in line and just, I don't know, waiting in line. It could be getting a massage. You know, whatever it is that lets your mind - I love this picture so much -

whatever you love doing. Here's a pro tip: Ask your masseuse to let you have a notepad in the session because ideas always come to you and you're always incubating things, so capture them so you can act upon them later. But I think, after doing this deep dive into the research, we need to make two fundamental shifts with regard to how we think about our attention.

We think that we need to fit more in - you know, there's all this talk about "hustling." I'm an anti-hustler. I'm one of the laziest people you'll ever meet, and I think that's what gives me so many ideas to talk and write about. We don't need to fit more in. We're doing enough; we're doing too much. We're doing so much that our mind never wanders anymore. It's sad. This is when our best ideas and plans come to us. We need more space. If you look at what allows traffic to move down a highway, what allows it to move forward isn't how fast cars are moving, as you might expect, it's how much space exists between the cars that allows traffic to move forward. Our work and our life are the same way. The second shift: we like to think of distraction

as the enemy of focus. It is not. It is a symptom of why we find it difficult to focus, which is the fact that our mind is overstimulated. I have a challenge for you. It's a two-week challenge, but it's a challenge to make your mind a bit less stimulated and simply notice: what happens to your attention? How many ideas do you get? How does your focus change? How many plans do you make? So, for two weeks, make your mind less stimulated. There are so many great features on phones, on devices that'll let us eliminate a lot of the time we waste on our devices. Use those features, not only to become aware of how you spend your time but how you can spend less so you have more ideas. Have a disconnection ritual every evening.

One of my favorite daily rituals: I disconnect from the Internet completely from 8pm to 8am. My fiancée and I, we have a weekly disconnection ritual, a technology Sabbath every Sunday, so we can disconnect from the digital world and reconnect with the physical world, the real, actual world. Rediscover boredom - you don't have to do it for an hour. Please don't call Air Canada. It's just a world of hell. But rediscover boredom, just for a few minutes. Lay on the couch, and where does your mind go? And scatter your attention. You'll find some remarkably fruitful things in that attentional zone. If there's one thing that I have found to be true after doing this deep dive into this world on how we focus, it's that the state of our attention

is what determines the state of our lives. If we're distracted in each moment, those moments of distraction and overstimulation build up and accumulate to create a life that feels more distracted and overwhelming, like we don't have a clear direction. But when we become less stimulated, when we make our mind more calm, we get the benefits of added productivity and focus and ideas and creativity, but we also live a better life because of it. Thank you so much.

How to Grow as a Person _And Why It Sucks_ _ Johnn

personal growth is tricky so the term growth implies millions of tiny thankless steps which sucks and the term personal implies that nobody can take them for you which also sucks but if we consistently interrupt our old thought patterns with new ones and we resist the urge to judge ourselves for how long this process takes we won't waste our lives waiting around for a eureka moment that might never come as a member of the buy it now generation i am not patient but in my experience real tangible change takes more than two business days and a credit card why because of this thing brains are complex mysterious and uncooperative even with droves of scientists on the

case there's still so much we don't understand about them one thing we do know is that these suckers hardly ever stop thinking according to the national science foundation some adults think up to 60 000 thoughts every day but a whopping 48 000 of those are negative that's almost one negative thought for every single second we're awake which makes optimism the challenge of the century and because our brains are filled with anxiety and stress and our memory banks are overflowing with embarrassing moments and regrets we know that we don't always get to choose what leaves a mark but what if we could interrupt our negative thoughts with something positive shouldn't that over time change the way we think and feel now before i jump into a sensitive topic like mental health i need to clarify something just in case the tattoos didn't give it

away i am not a doctor i'm a death metal vocalist i'm a sneaker head i'm a dog person i'm just about everything but a doctor i don't have phds on my wall i have scars on my body i've survived

everything from schoolyard bullying to childhood trauma physical sexual and emotional abuse eating disorders hallucinations suicide attempts and diagnoses ranging from bipolar disorder and schizophrenia to ocd adhd and the rest of the dsm alphabet for 10 long years i was taking medication and seeing a therapist but i wasn't happy about it i was negative angry depressed and completely detached from reality but nowadays my whole life is built around positivity and kindness i tore the world sharing stories of inspiration and hope i'm just as surprised as you are and when i'm on the road speaking or playing music whether i'm at a prison or a

school or a business people always ask me what was the turning point that moment when everything changed now if my life was a jim carrey movie it would probably look something like this i'm on my knees in the pouring rain screaming at the night sky why god why i get struck by lightning and realize how precious life is find true love yadda yadda but in reality the answer is pretty anticlimactic that moment never came there was no overnight cure no magic spell no miracle drug no light bulb eureka moment and i think if i would have waited around for that moment i'd still be that angry negative depressed person the ugly truth is that my recovery has been a grueling unglamorous series of microscopic steps that felt annoying and pointless in the moment it's kind of like sailing if you change your course by even a single degree when

you're out there on the water you probably won't notice any difference in trajectory until you've already passed whatever it is you were looking for in the first place but this isn't to say that everything was smooth sailing from day one i mean from self-help gurus to vitamins and meditation apps i tried everything under the sun with no luck i thought this book was supposed to change my life that reddit thread said that a therapist should be able to fix me in two months and this is month five this medication helps other people so what the heck is wrong with me part of the problem is that some of these things set me up for disappointment with lofty promises of quick fixes which is really what i wanted but the other part of the problem was me these things required me to make the first move and i didn't like

that most days i could barely muster up enough initiative to do my laundry much less make a dent in my recovery journey i kept looking around for something external to save me a podcast a counselor a webinar to take responsibility for my growth i thought that if i was ever going to feel any better it would be because of my therapist my friends my meds i felt safer putting that job into the hands of anyone besides a screw-up like me so out of sheer desperation i started leaving sticky notes for myself all around my house little reminders to check in with myself and reframe what was going on in my mind and because i can't stand those cheesy just be happy quotes i thought i would write my own some personal takes on what growth looked and felt like to me

and as they snuck into my day whether stuck to my bathroom mirror or hidden in one of my shoes

they were slowly beginning to make an impact they didn't magically transform my life circumstances but they did improve the way i processed them which was progress but after a few days i started to notice an unfortunate trend these notes were blending right into the background i mean we get used to stuff apparently after our brain processes something enough times it decides this must not be worth the same response anymore so it just stops relaying that information to us this is a psychological phenomenon called habituation and it's a classic example of our brain prioritizing efficiency above our own will have you ever wondered why you don't notice the sound of the air conditioner until it turns off you can thank habituation for that and

to be honest i was pretty frustrated with my brain for not cooperating with me i mean after all we've been through here i am trying to do my brain a favor and my biggest roadblock is me i wanted to see what would happen if habituation didn't have a chance to take hold if a brain didn't see that message coming then hopefully it wouldn't have time to brace for impact so on the day before halloween back in 2017 i decided to text a message i needed to hear to 32 of my friends i said something like um the second half of today could be great even if the first half kind of sucked the past and the future are totally separate things and as the responses rolled in i couldn't believe my eyes one person said whoa i really needed this i'm crying in the closet right now because my boyfriend dumped me how did you know another

person said whoa i really needed this this morning was fine but i'm super nervous about my job interview on thursday how did you know even though everyone responded differently there were two common threads i really needed this and how did you know and frankly i didn't know their brains did all the work stretching the sentiment to fit their own life's specific circumstances extracting the helpful nuggets and ditching the rest all i did was interrupt them that's when i realized i was onto something so here's some context your brain is constantly rewiring itself whenever we think a thought one synapse shoots a chemical across a cleft to another synapse creating bridges that our thoughts use to travel throughout our brain and our brain over time recognizes these patterns and rearranges itself to make this process more efficient

the phrase that helped me remember this concept as a psychology student was catchy enough to stick synapses that fire together wire together think about your gps whenever you try to get from point a to point b it defaults to the shortest possible path our brain does that too the more often we think a thought the closer these synapses grow the more likely we are to think it again and so on this means that our thoughts literally change the physical shape of our brain and as these patterns gain momentum they form the foundation of our personality whether we want them to or not but if we can interrupt these negative patterns we have a chance to rob them of that momentum we can pry those synapses apart and encourage others to grow closer together in their place let's do it here's the kicker though it's not just our own thoughts and

emotions that influence this process i mean outside stimulus has this effect on us all the time have you ever been watching a scary movie and you pause it to take a bathroom break only to be deathly afraid of what might be hiding behind the shower curtain on a logical level you know there's nothing there but on an emotional level you'd rather be safe than sorry so when we see read or hear about an emotion our brain kind of tries it on like a fur coat in a dressing room and boom without realizing it did i scare you we're feeling someone else's feelings i mean we know this emotions are contagious right this is where things like empathy and mob mentality come from but just like we can walk away from a horror movie with a fear that isn't even ours just by being exposed to it we can also walk away from a

hallmark movie feeling all warm and fuzzy inside so if we're gonna wind up with an emotional keepsake either way why not try to choose what it'll be i created a resource called coke notes to help people replace long-standing unhealthy thought patterns with newer healthier ones essentially we deploy ecological momentary interventions that subvert habituation to catalyze cognitive restructuring which is a clunky way of saying that we use text messages to help people rewire their brains and i'd be lying if i said that my journey with coke notes isn't teaching me way more about the human brain than i wanted to know for example i always thought it took 21 days to build a habit it seems easy but if anyone has ever set a new year's resolution before you know that this isn't an exact figure

in fact it can take up to 254 consecutive days for a new habit to take root that's a long time y'all most of us can't even brush our teeth for 254 days in a row and think about it without that everyday consistency your 253 day streak can drop right back down to zero with a single decision and another thing the power of the human brain to interpret stimulus is downright magical so the same text that empowered one user to divorce an abusive partner empowered another to propose to the love of their life stories like these shine a light on the brain's incredible ability to stretch and personalize new information and it encourages people to take ownership of their own growth instead of pawning it off to someone or something else like i used to do but typically it's not one mystical text that changes or saves the life for me it's been hundreds of tiny interruptions

gradually eroding my stubborn destructive habits over the course of months and years now our messages have led countless users to positive life change from checking into addiction treatment to calling 911 seconds before a suicide attempt but don't let any of that distract or fool you it's not the text that's turning someone life someone's life right side up it's the user's own brain has anyone here broken a bone before just by a show of hands okay so think of cope notes and any other personal growth resource like a cast on a broken leg the cast doesn't heal your leg your leg heals your leg your body is designed to heal itself the cast although itchy and uncomfortable simply keeps

everything in place so that your leg can heal itself

correctly still no magic potion still no fairy dust just your anatomy doing what it does best and deep down i think our brains want to be healthier i think we're all hungry for growth but the way we think about growth might be holding us back so first of all i want us to rethink this eureka moment myth growth takes time lots of it we can't just work out on saturday and expect to look like the rock on sunday i mean think about it we'd never ask wwe superstar dwayne the rock johnson can you tell us about the one push-up that got you into the shape you're in today we would never do that we know that physical change is complicated and it takes time so why do we expect mental and emotional change to happen

instantly we need to embrace the idea that slow incremental change is sustainable and effective even if it's not as romantic as we'd like it to be and speaking of the rock we need to rethink this rock bottom mentality a lot of us are under the impression that we need to hit rock bottom before we start turning our lives around and that's simply not true we don't need to wait until january to make a resolution there is no quota or threshold we have to meet before we can qualify to make real concrete change in our everyday life in fact the sooner we start making an effort the better and yes that means we can start today so right now i want you to identify one thing in your life that's leaving you with a negative emotional keepsake uh social media habit your favorite netflix series a friday night tradition with the boys then i want you to interrupt that

pattern and replace it with something you know is healthier for you big or small whatever you choose you have to stick with it long term and for accountability's sake bring it up to someone you trust you can even use me as an excuse if you want to i saw a tedx talk and this guy said i should bring up how i've been feeling but it's cool he's young he has tattoos he said dude and i trust him honestly as hard as it is and i know it's hard try to find the glory in each and every little victory no matter how uneventful it may feel because these are the building blocks that personal growth is made of and every last one is important embark on this beautifully awkward stumble towards normalizing this type of dialogue and growing as a person so give yourself some grace try to be patient keyword try and remember my favorite proverb i use

this in elementary schools all the time everything cool is hard at first even ice cream now if you're uh it took a second didn't it now if you're anything like me you've half listened to this talk while thinking of all the people in your life it would apply to besides you right but let me frame it this way if you have a body even if it's in peak physical condition the topic of physical health applies to you and if you have a brain inside of that body who do you think the topic of mental health applies to besides maybe in a few years you'll be able to look back on this small step as the turning point i never had and the best part you won't have anyone to thank but yourself thank you

you

How to Inspire Others _ Adam Galinsky _ TEDxColumb

when I sat down for the first class in my doctoral program I was so nervous kind of like I am right now uh there are 11 new students in the PHD program at Prince University and I was intimidated by their brain power but I was also eager to prove that I belonged now that first class was with a man named Danny conoman who would one day win the Nobel prize in economics about an hour into that class I saw an opportunity to say something insightful and I eagerly raised my hand I still remember 30 years later the exact transformation in Danny's demeanor he crossed his arms he shook his head he Strunk of his face and he said that's not right at all now Danny in the class moved on but I didn't I was frozen in place those words that's not right at all were ver rated inside of me it would take me weeks to speak in Danny's class let alone any class however about halfway through the semester Danny passed me the hallway and nonchalantly said hey Adam I love

reading your reflection papers you're a great writer I was filled with so much joy and Elation I literally skipped down the hallway now these two very different Danny conman stories actually represent the exact same phenomenon what I call the leader amplification effect when you are in a position of leadership all of your Expressions all of your words good and bad get Amplified when you have power when you have authority your behavior matters more now Danny's comments were inconsequential to him but they were deeply impactful to me his dismissive comment felt like humiliating criticism but his compliment felt like Glory is praise now these two Danny conman stories also represent the two themes of this talk the first is that the leader amplification effect it's a really big deal the second is that we can actually use that for good we can use the leader amplification effect to inspire others and change the world here's another

example of the leader amplification effect imagine getting this text from your friend I need to talk to you now those words are a little ambiguous it's unclear whether it's good news or bad news or even involves you so you might worry but just a little bit but now imagine those same six words came from your boss right those words would literally scream off the page ominous and portentous now I came face to face with those six words and the leader amplification effect when I was a young assistant professor Now assistant professors have more power than doctoral students but less power than tenur faculty members well one morning about 9:00 a.m. the elevator doors opened and I see Gail berer and I say Gail I need to talk to you come by my office at 3 p.m. so I was a little surprised when Gail came in my office and she was crouched in fear and I was particularly perplexed because I just wanted to go over some research materials with her but I was extremely befuddled with what she did next she slammed her fist on the

table and said never do that to me again and I said oh my god do what and she said never tell me you need to meet with me without telling me why do you know how much work I got done the last 6 hours zero is Adam mad at me is someone else mad at me am I going to lose a resource now at first I thought Gail's neurotic turns out Gail is a little neurotic but the very next day the most powerful person in my department asked to meet with me and I walked in in the same fearful Crouch here's a final example of the leader amp amplification effect plane is going from Denver to Montana it drops a thousand ft in 12 seconds a baby flies out of its mother's arms and miraculously lands in a nearby seat unharmed a flight attendant wasn't so lucky she went up so hard she hit her head was knocked unconscious and did not regain Consciousness for the rest of the flight however what happened next was remarkable so what happened next was nothing the pilots never said a word my brother was on that flight and he talked

about how terrified he was by the silence how he wondered if the plane had been injured or the pilots had been injured he described that silence as deafening silence now we get it right the pilots were dealing with the precipitous plummet and what they had to do about it but when leaders are silent followers fill the void with worst case scenarios but it's not all bad news the leader amplification effect can be used for good that's what he learned with Danny Conan when he caused my joy to amplify with his compliment in fact it can be even used to inspire people on January 25th 2006 I plane landed at midnight in Los Angeles and I immediately knew something was up voicemail after voicemail carry tired and wearied voices telling me to call them no matter how late when I called my twin brother back he told me the tragic news my dad had been hit by a car walking and killed as you can imagine I was devastated I was a mess the only saving grace is that my dad's only sibling

lived in Los Angeles when I arrived at her doorstep at 1: a.m. we embraced in sorrow and Inc comfort and I plaintively said to her can't believe I've lost my dad and she said we have all lost the dad I was his big sister but he was my dad those words we have all lost a dad stayed with me in the days that followed and I kept wondering why did they ring so true and then it hit me when my aunt was saying is my dad was a guy that helped her get through life but it wasn't just my dad so many people his memorial service told me stories that echoed Danny Conan and the leader amplification effect they talked about his occasional but sharp criticism that lingered with them to this day but they also talked about his enormous passion and encouragement that continued to nourish them motivated by my dad's impact I started asking people all over the world to think about someone that inspired them I want you to the same thing right now think about someone in your life that inspired you they could be a

relative like my dad teacher like Danny Conan coach a boss a religious figure now I want you to

think about what was that feeling of inspiration like people use words like light and bright and warm and they describe it as a Wellspring of Hope and possibility now try to pinpoint the cause of that feeling what was it about that person that inspired you what was that exact characteristic or attribute now I want you to think about a different type of leader someone who also changed you inside but this time they infuriated you right they made your blood boil they created a seething cauldron of rage and resentment what was it about that person that infuriated you now I've asked this questions of tens of thousands of people across the the globe and my research has led to three insights first the inspiring leader and the infuriating leader are mirror images of each other they exist on an enduring Continuum inspiring leaders see the big

picture furing leaders are lost in the weeds inspiring leaders are courageous infuriating leaders are cowardly inspiring leaders are generous infuriating leaders are selfish the second Insight is that the inspir Ing and inuring Continuum is universal every single attribute used to describe an inspiring leader in one country is used in every country in the world and third I can take all of these thousands of examples and reduce them to a few core factors now to reveal those factors I'm going to tell you about an amazing Captain named Tammy Joe Schultz she was Captain of Southwest flight 1380 as it took off from New York City down to Dallas Texas and partway through the flight an engine exploded on the left side of the plane and tore a hole in the side of the plane planes started to descent Tammy Joe gave her passengers a reassuring why she said we are not going down we are going to

Philadelphia those simple words transform the happen from pure panic to possibility now when she amazingly landed the plane with no more injuries she was being evaluated by an EMT who said to her hey how did you get through security she was a little confused he said how did your nerves of Steel not set off the metal detectors you're completely calm now before Tammy Joe left that plane she went row by row and checked in on each and every passenger to to make sure they were okay unlike the pilots on my brother's flight she understood her role as both protector but also comforter so tby Joe Schultz the story reveals the three elements of an inspiring leader they are Visionary they are an Exemplar and they are a great mentor I call these the themm diagram of inspiring leadership and to inspire others we can do that through our words through our actions and through our interactions now this example also shows us the leader amplification effect right because of her position as Captain and

Authority her behavior mattered more let's go through each one of these factors what does it mean to be Visionary well let me ask you a different question raise your hand if you have kids so those of you have kids know a simple fact your life gets worse when you have kids right you rarely sleep you barely eat you seldom shower you never have sex your house is a mess your body is a mess your mind is a mess and yet our our species hasn't died off why well if you ask new parents about their

experience they often say my life has a new found sense of purpose a new sense of meaning now this link between meaning and Parenthood tells us something fundamental about human nature regardless of whether you have kids or not we are biologically conditioned to Crave meaning consider this quote from n people who have a why to live can bear almost any howow we quave a why but not just any Why We crave an optimistic why one full of Hope and possibility like

the one Tammy Joe Schultz gave her passengers as they were descending a few years ago a soccer coach took his team to explore some caves in Thailand when they went in it was a sunny afternoon and unknown to them a sudden and monstrous storm was about to descend upon them and that storm would produce so much water so quickly that would flood the cave and it would trap them and it would trap them for 10 days with no food no water and no way to crawl for help how on Earth did they survive their Coach inspired ired them to survive it started with his vision he never used the word trapped or stuck he knew that would only amplify their Panic instead every single day he said I have a plan to keep you safe and to get you out as one boy said because coach eek said we had a way out we worked every day on getting out inspiring leader is an Exemplar of desired behavior let's look at these two photographs of two commanders leading leading their countries towards independence the American hero George

Washington and the Greek heroin bubalina now they're very different on every possible Dimension right different genders different countries different centuries different ages but they were remarkably similar right where is their boat it's the lead boat where are they in that boat they in the front of the boat what are they doing they're standing up in that boat they are taking on the most risk like Tammy Joe Schultz they are calm and courageous in the face of adversity inspiring leaders are also authentically passionate when you are passionate when you genuinely feel passion it transforms you transforms your eyes transforms your mouth your hands your voice even but it doesn't just transform you it also transforms others because passion like calmness and anxiety is contagious but the leader amplification effect makes it truly infectious your calmness becomes their calmness your anxiety becomes their anxiety your passion becomes their passion coach eek

understood that in this situation his strength was their strength now the situation would get to him he would feel overwhelmed and he would need to cry but he always did it privately because in this situation he knew that his weakness would only amplify their Panic the final element of an inspiring leader is a great mentor and to help you understand what it means to be a great mentor I'm going to give you a physics problem what happens when you put force and pressure on an object what direction does it go in well when you put force and pressure on object it goes in the direction of the object this is my Dean de mlars putting force and pressure on this object and there it goes but let's change one word from this when you put force and pressure on a person what direction they go in now my Dean puts force and pressure on me and I push back and this tells us something really

really really important about human nature people aren't objects if people are objects leadership would be a

physics problem but because people aren't objects leadership is a person problem and to inspire people we have to empower people we also need to comfort them kochek understood this in the cave he would sing with his team to lift their mood and he would help them experience their pathos telling them whoever needs to cry let it out he also LED them in meditation and that meditation not only calmed them down actually allowed them to use the rapidly diminishing oxygen more efficiently in fact oxygen fell below life sustaining level levels and they still survived for a few more days my three insights about inspiring leadership that inspiring and infuriating leaders exist on an enduring Continuum made up of three Universal factors has a profound implication for each and every one of you all of you have the potential to be inspiring and because there are a systematic and Universal set of attributes that make up an inspiring leader they can be taught

they can be developed and they can be nurtured and remember the leader amplification effect when you in a position of leadership all of these elements of being inspiring matter even more so how can you be more inspiring more than time well let's go back to my story about Gail right I said Gail I need to talk to you what if instead I said Gail let's review our research materials notice that would have cost me nothing they're both 13 words so when you're in a position of authority commit to giving people a why let's go back to Danny Conan's compliment of my writing now caused my joy to expand look for ways to Leverage The Leader amplification effect complement those with less power for a job well done and let's go back to my brother on that flight and his silent Pilots after the fall versus hammy Joe Schultz reassuring passengers they're not going down they're going to Philadelphia right offer reassurance when you see Panic rising in others each and every one of us in this room can be

a Tammy Joe Schultz a cooche or my dad we can use the leader amplification effect for good we can all be a more inspiring version of ourselves so how do we do that well it starts with reflection once a month you should reflect on when you were inspiring but also when you weren't inspiring when weren't you seeing the big picture offering meaning when weren't you courageous or calm when weren't you empowering or comforting others next make a commitment even a small one to being a little bit more Visionary a better Exemplar and more supportive the next month and if you can weave these periodic Reflections and commitments into the daily fabric of your life you will inspire others and transform the world

How to Set the Right Goals and Stay Motivated _ Ay A good friend has recently shared that she's feeling tired. Like, really tired. Not "I did not get enough sleep" tired, but something deeper than that. She said she feels, and I'm quoting, "As if I have lost my motivation." I call her brave because she's

so clearly dedicated to her job and conducts herself with professionalism and kindness. She's a wonderful parent who cares for her children, and she's very responsible when it gets to her finance and health. She is not alone in feeling unmotivated. Millennial and Gen Z employees tell me that they feel uninspired at work. Some admit that they just don't care. Half of American employees are currently looking for a different job. Think about that. Older employees tell me that they can't wait to retire. And when I ask about life at home,

people say that they struggle with their finance and health. Do you? The national data suggests that chronic diseases such as diabetes and heart disease are on the rise. The median American family has only a bit over 5,000 dollars in savings, barely enough to pay next month's rent. Did America lose its motivation?

Well, the answer is no.

Turns out, you cannot lose your motivation because you never owned it in the first place.

Motivation, and that shouldn't surprise you, isn't your car key or wallet. So what is it? Well, motivation is not about being strong, it's about being wise. Let me explain. You may think of motivation as a muscle,

thinking some people have strong motivation muscles, others are weak. But this is not a good metaphor. Motivation is knowledge. You learn how to be motivated. And so today, I would like to help each of you, and America,

become wiser so that you are more motivated and hence better able to achieve your goals, your dreams, your aspirations. And given what the world has been throwing at you, that might be a good time to refresh your knowledge. To be motivated, you either change the situation or the way you think about the situation. This is the science in one sentence: you change the circumstances or the way you think about the circumstances. So if you want to be more physically active,

there is no point in yelling at yourself. I yell it, "You should walk more!" Instead, I got a puppy.

She loves long walks. Your journey starts with setting a goal. My friend wanted to be motivated at work, so she identified a project she wanted to complete. That was a goal and it's a good motivation strategy. Goals pull you. The problem? My friend identified a project she wished she had already completed, not something she was looking forward to doing. Have you ever set a goal you wish you had already completed but had less interest in actually completing? Most goals are abandoned because we want to be the person who has done it, not the person who is currently doing it. When

we are excited about doing the work, we are intrinsically motivated.

We care about the way almost as much as we are looking forward to the destination. In our research, we found that most goals are abandoned, not because they are not important. OK, people actually are not more likely to adhere to their important compared to unimportant goals. Most goals are abandoned because people don't enjoy pursuing them. Your enjoyment is what predicts whether you will stick with the goal. So what makes goals exciting? Exciting goals are never a chore or a mean. Ever wondered why Chicago diners would circle the block for 30 minutes looking for free parking, but will not think twice before spending the money they have just saved on parking on ordering another cocktail?

Why pay for drinks and not for parking? Well, we don't like to pay for parking or shipping,

students don't like to study for prerequisite classes because all these are means. We don't like to invest in means. We did a study that showed us just how much you dislike to invest in means. In our study, we auctioned a book for some people and then we auctioned the University of Chicago tote bag to other people. The average person was willing to pay 23 dollars for the book, but only 12 dollars for the tote bag. The catch? The tote bag contained the book.

And people knew it. Why would the people that were bidding on a tote bag that contains a book, be willing to pay less? Well, we don't like to invest in means. OK, so you set a goal that is intrinsically motivated, you are excited about the way just as much as you want to reach the destination.

A couple of weeks past, and you have not been doing much lately. It has now been four or six months and your motivation is on the decline. How do you sustain your motivation? How do you get from here to there? Well, motivation is going to be high when we just start on something and toward the end. But it will decline in the middle. We call it the middle problem. My friend might start her project with much enthusiasm, then her motivation will decline. Toward the deadline, it will pick up again. She will regain her motivation. A few years ago, we asked people who observe the Hanukkah holiday to let us know whether they were lighting the first candle on the first night, the second on the second night, the third night, so on, until the eighth night. As you can see, most people admitted to only lighting the candles

on the first and last night. They were procrastinating in the middle. The solution? Make middles short. A monthly exercise goal, a weekly exercise goal, even a daily exercise goal are easier because as the end is near, it is easier to stay motivated. If only Hanukkah was just two nights.

Another problem with middles is that you're going to experience setbacks, and when experiencing

setbacks, it is natural to feel discouraged. One wise solution is to remove your ego out of the picture, it's not about it. When you remove your ego, it is easier to learn. When I was helping my ten-year-old son win a video game, he awarded me the title a Failure Expert. I love this title. Why am I a failure expert? Because I don't mind

getting killed by virtual monsters. He doesn't mind seeing me getting beaten by virtual monsters, so we can both learn. At work, when you're not quite killing it, remove your ego and you will be better able to learn. Another solution is to seek discomfort, if only temporarily, instead of trying to avoid it. When you seek discomfort temporarily, you realize that you can grow yourself, that discomfort is a sign of growth. No pain, no gain is not just about the gym. It's a general wise motivation strategy. Let me tell you about a study that we conducted with Chicago's beloved improvisation club, The Second City. We worked with their training center, which is where regular people like you and me go to learn improvisation. We were specifically interested in one exercise: Give focus. In this exercise, one person gets the center of stage.

Everybody else is frozen in place. OK, this person is moving around, everybody else is watching. We invited some people to feel awkward and uncomfortable as they run through the exercise. Others in the control group were invited to develop their skills. Who was more daring, taking the stage for longer? Well, as you can see, it was the people that we invited to feel uncomfortable. In one wave of classes, asking people to feel uncomfortable doubled the time they took focus. Those people were also more daring. For example, they were dancing a little instead of just walking around. And they also reported they were growing themselves more compared to those in the control group. OK, but here's the problem. You don't only have one goal. For my friend, the challenge was balancing between work and family.

Now, if you have not experienced the work-family conflict, you either don't have a job or that you forgot that you also have a family.

But it is wiser to think about these goals as balancing each other. When my friend realized that doing well at work makes her a better family member, she was more motivated and happier to do both. Think about your goals like dishes around the buffet table. You can create the perfect combination. It is colorful, delicious, well-balanced. Maybe you exercise on the way to work and maybe you listen to an audiobook while you do that. Other combinations don't work very well. They might feel like a waffle covered with pasta sauce.

If you try to study for the bar exam while talking to a friend and watching TV, this is distracting.

You need to find the right combination. Some people might decide to pursue one goal at a time. This

is unrealistic. At least sometimes, you can't wait for retirement to start a family, so look for the right balance and harmony. Some goals, let's call them temptations, should take less room on your plate. However, instead of trying to push them out of mind, it might be wise to anticipate them in advance. When you anticipate all the alcohol that will be served here later today, you can better control your consumption. When I anticipate that my colleague is going to be upset, I can better control my emotion in a heated debate at work. When we anticipate temptations, we are less tempted when we get there. In one study, when we reminded employees of all the times they will be tempted to take

office supplies for personal use, they were less likely to do that compared to those in the control group. Anticipating temptations makes you prepared and hence less tempted. Alright, what about the person sitting next to you? Look at them for a second. I will be waiting here.

How can that person help? Your friends, your family and other people that you love are critical for your motivation. They are your lighthouse. And you are also important for them. Let me tell you a love story that resulted in four Nobel Prizes. When Marie met Pierre Curie, she did not only meet the love of her life. She met the person who pushed her to excel in her work on the theory of radioactivity, and who later insisted that she will be named on the joint Nobel Prize.

That was her first. The second Nobel Prize she won by herself with no man by her side.

The couple had two daughters and they wanted them to excel. Their oldest, Irene, won a Nobel Prize with her husband, as was the tradition in the Curie family. Their youngest, Eve, and by far the most artistic person in the Curie family, married someone who won the Nobel Prize and excelled in many other ways. The Curie family did not only teach us about radioactivity, they taught us the importance of feeling supported and supporting others in pursuing goals. In your life, you work with other people, maybe together you take care of your pet. You work in the presence of other people. Maybe those are the people in your gym class or in your book club. You hold goals for others,

they hold goals for you. This might be a good time to say thank you to the person sitting next to you. I will be waiting here.

Give them a pat on the shoulder.

My friend came to me not only because I am a motivation scientist, but also because I'm her friend, and as such, I wanted her to be successful. You may wonder what happened to her. Well, she stayed at her job. Last time I saw her, her smile seemed bigger. She did not find her motivation. She learned how to motivate yourself. And so, no, America, you did not lose your motivation. Each of you is working hard, pursuing your dreams, balancing the different aspects of your life. And it is so

important, especially in the world we live in today. So when you feel discouraged,

when you feel unmotivated, remember, motivation is not about being strong, it is about being wise. And now we are all wiser. Thank you.

Thanks.

How to Speak So That People Want to Listen _ Julia The human voice: It's the instrument we all play. It's the most powerful sound in the world, probably. It's the only one that can start a war or say "I love you." And yet many people have the experience that when they speak, people don't listen to them. And why is that? How can we speak powerfully to make change in the world? What I'd like to suggest, there are a number of habits that we need to move away from. I've assembled for your pleasure here seven deadly sins of speaking. I'm not pretending this is an exhaustive list, but these seven, I think, are pretty large habits that we can all fall into. First, gossip. Speaking ill of somebody who's not present. Not a nice habit,

and we know perfectly well the person gossiping, five minutes later, will be gossiping about us. Second, judging. We know people who are like this in conversation, and it's very hard to listen to somebody if you know that you're being judged and found wanting at the same time. Third, negativity. You can fall into this. My mother, in the last years of her life, became very negative, and it's hard to listen. I remember one day, I said to her, "It's October 1 today," and she said, "I know, isn't it dreadful?"

It's hard to listen when somebody's that negative.

And another form of negativity, complaining. Well, this is the national art of the U.K. It's our national sport. We complain about the weather, sport, about politics, about everything,

but actually, complaining is viral misery. It's not spreading sunshine and lightness in the world. Excuses. We've all met this guy. Maybe we've all been this guy. Some people have a blamethrower. They just pass it on to everybody else and don't take responsibility for their actions, and again, hard to listen to somebody who is being like that. Penultimate, the sixth of the seven, embroidery, exaggeration. It demeans our language, actually, sometimes. For example, if I see something that really is awesome, what do I call it?

And then, of course, this exaggeration becomes lying, and we don't want to listen to people we know are lying to us. And finally, dogmatism. The confusion of facts with opinions. When those two things get conflated,

you're listening into the wind. You know, somebody is bombarding you with their opinions as if they were true. It's difficult to listen to that. So here they are, seven deadly sins of speaking. These are things I think we need to avoid. But is there a positive way to think about this? Yes, there is. I'd like to suggest that there are four really powerful cornerstones, foundations, that we can stand on if we want our speech to be powerful and to make change in the world. Fortunately, these things spell a word. The word is "hail," and it has a great definition as well. I'm not talking about the stuff that falls from the sky and hits you on the head. I'm talking about this definition, to greet or acclaim enthusiastically, which is how I think our words will be received if we stand on these four things. So what do they stand for?

See if you can guess. The H, honesty, of course, being true in what you say, being straight and clear. The A is authenticity, just being yourself. A friend of mine described it as standing in your own truth, which I think is a lovely way to put it. The I is integrity, being your word, actually doing what you say, and being somebody people can trust. And the L is love. I don't mean romantic love, but I do mean wishing people well, for two reasons. First of all, I think absolute honesty may not be what we want. I mean, my goodness, you look ugly this morning. Perhaps that's not necessary. Tempered with love, of course, honesty is a great thing. But also, if you're really wishing somebody well, it's very hard to judge them at the same time.

I'm not even sure you can do those two things simultaneously. So hail. Also, now that's what you say, and it's like the old song, it is what you say, it's also the way that you say it. You have an amazing toolbox. This instrument is incredible, and yet this is a toolbox that very few people have ever opened. I'd like to have a little rummage in there with you now and just pull a few tools out that you might like to take away and play with, which will increase the power of your speaking. Register, for example. Now, falsetto register may not be very useful most of the time, but there's a register in between. I'm not going to get very technical about this for any of you who are voice coaches. You can locate your voice, however. So if I talk up here in my nose,

you can hear the difference. If I go down here in my throat, which is where most of us speak from most of the time. But if you want weight, you need to go down here to the chest. You hear the difference? We vote for politicians with lower voices, it's true, because we associate depth with power and with authority. That's register. Then we have timbre. It's the way your voice feels. Again, the research shows that we prefer voices which are rich, smooth, warm, like hot chocolate. Well if that's not you, that's not the end of the world, because you can train. Go and get a voice coach. And there are amazing things you can do with breathing, with posture, and with exercises to improve the timbre of your voice. Then prosody. I love prosody.

This is the sing-song, the meta-language that we use in order to impart meaning. It's root one for meaning in conversation. People who speak all on one note are really quite hard to listen to if they don't have any prosody at all. That's where the word "monotonic" comes from, or monotonous, monotone. Also, we have repetitive prosody now coming in, where every sentence ends as if it were a question when it's actually not a question, it's a statement?

And if you repeat that one, it's actually restricting your ability to communicate through prosody, which I think is a shame, so let's try and break that habit. Pace. I can get very excited by saying something really quickly, or I can slow right down to emphasize, and at the end of that, of course, is our old friend silence.

There's nothing wrong with a bit of silence in a talk, is there? We don't have to fill it with ums and ahs. It can be very powerful. Of course, pitch often goes along with pace to indicate arousal, but you can do it just with pitch. Where did you leave my keys? Where did you leave my keys? So, slightly different meaning in those two deliveries. And finally, volume. I can get really excited by using volume. Sorry about that, if I startled anybody. Or, I can have you really pay attention by getting very quiet. Some people broadcast the whole time. Try not to do that. That's called sodcasting,

Imposing your sound on people around you carelessly and inconsiderately. Not nice. Of course, where this all comes

into play most of all is when you've got something really important to do. It might be standing on a stage like this and giving a talk to people. It might be proposing marriage, asking for a raise, a wedding speech. Whatever it is, if it's really important, you owe it to yourself to look at this toolbox and the engine that it's going to work on, and no engine works well without being warmed up. Warm up your voice. Actually, let me show you how to do that. Would you all like to stand up for a moment? I'm going to show you the six vocal warm-up exercises that I do before every talk I ever do. Any time you're going to talk to anybody important, do these. First, arms up, deep breath in, and sigh out, ahhhhh, like that. One more time. Ahhhh, very good. Now we're going to warm up our lips,

and we're going to go Ba, Ba, Ba, Ba, Ba, Ba, Ba, Ba. Very good. And now, brrrrrrrrrr, just like when you were a kid. Brrrr. Now your lips should be coming alive. We're going to do the tongue next with exaggerated la, la, la, la, la, la, la, la. Beautiful. You're getting really good at this. And then, roll an R. Rrrrrrr. That's like champagne for the tongue. Finally, and if I can only do one, the pros call this the siren. It's really good. It starts with "we" and goes to "aw." The "we" is high, the "aw" is low. So you go, weeeaaawww, weeeaaawww. Fantastic. Give yourselves a round of applause. Take a seat, thank you.

Next time you speak, do those in advance. Now let me just put this in context to close. This is a serious point here.

This is where we are now, right? We speak not very well to people who simply aren't listening in an environment that's all about noise and bad acoustics. I have talked about that on this stage in different phases. What would the world be like if we were speaking powerfully to people who were listening consciously in environments which were actually fit for purpose? Or to make that a bit larger, what would the world be like if we were creating sound consciously and consuming sound consciously and designing all our environments consciously for sound? That would be a world that does sound beautiful, and one where understanding would be the norm, and that is an idea worth spreading. Thank you.

How to Succeed Without Confidence_ Motivation_ or Transcriber: Jiyoung Hong Reviewer: Fadwa Zahed I began my career as a former special agent with the United States Secret Service and the U.S. Secret Service. There's a dual mission at agency. You do protection, which means you protect, the president, former presidents, foreign heads of state, and you also work criminal investigations, serious crimes across the board. And I did interviews and interrogations after I left the US Secret Service, I had a more public persona. I wrote my book, Becoming Bulletproof, and then I began working on air. Today I work for NBC news and I cover crime and national security. What was interesting is people began writing into me, and they started writing into me with questions, wanting guidance every. I want to ask my boss for a raise,

but I don't know how to do it. I'm afraid every. I'd like to change career paths, but I don't know how to do it, I'm afraid. And the questions vary. They were all over the place and I began doing mentor sessions. I thought, you know, I really can't answer a person's question in a text or in a note or even in an email. So I started doing a few mentor sessions, guiding people. Then a few became a few dozen, then a few dozen became a few hundred. And over the years, I did hundreds of mentor sessions with people, and I found a pattern. I found a pattern that they were all at the core, struggling with common issues, that there were these inhibitors, these patterns in their way of thinking and behavior that caused them to be stuck, that caused them not to know how to move forward. And I want to share these with you today. First inhibitor, you're not that special. Here's the thing. We may like to

think of ourselves as special. Okay, so if I'm special, then that means you're not special. Well, or if you're all special, then nobody is special. The other thing is, when you think of yourself as being special, it kind of means that you're separate from everyone else. You are unique. You know, it's interesting. I'm a criminal justice professor, and obviously my background is criminology. We found that people who commit crime, chronic crime, those people that commit crime over and over and

over again, they think they're special because the laws and the rules don't apply to them. The laws and the rules are for everybody else. I'm special. What else is really interesting is that those who think of themselves as special become extremely self-focused. I am so focused on myself and me that I make my problems special.

My pain is special and my suffering is special. Nobody knows how I feel because I am so special that I hurt so differently. And when you feel like that, there are higher rates of depression and you have higher rates of anxiety because I am so unique. But what I found is when you think that you are that special, you feel alone in the world. You can't get through it. Nobody understands you. You're not that special. And do you know what that means? You're not alone in the world. When I was a special agent, uh, I was exposed to the events of September 11th, 2001. I worked out of the United States field office in New York City, and I went to work that day at the World Trade Center. So I was there from when the first plane hit to the second to the collapse of the first tower and the second tower. Now, what was interesting, there was a moment when that was all happening, that exposure to see all those people

suffer and all those people that I couldn't help or save. And what got me through that really tragic event is I understood I wasn't that special in my pain, that other people had been exposed to what I had been exposed to, and that if they could get through it, I could get through it. I knew that I wasn't alone in the world. Now, this is the number one thing I get asked about when people come to me. Evie, I need confidence. I'm not confident. How do you manifest confidence? I'm going to tell you something. Confidence is overrated. Overrated. Here's a secret. You don't need it. You don't need it. Think of it this way. I want to do something. Typically, people want confidence so that they can do something. So here's the thing I want to do. Here is me. I want to go from here to here. Ideally I would go this way. Here's

my achievement. Boom. I'm done. But do you know what we do? We say, ah, wait, I need confidence to do this. So instead of going this way, I'm going to break my path and I'm going to go on this wild journey to find confidence. Where's this confidence? Confidence I need you. Where are you? Where are you? And then once I get it, then I can come back. You have done this. Such a windy road and gone all over the place that you either forget to go back, you get distracted, or you lose faith. And we never achieve what we want to achieve. And with that one other thing you don't need is motivation. Motivation equals mediocrity. Often people think I need to be motivated to do something. I need motivation to go work out. I need motivation to study so I can go to school. I need motivation to do these things. I will tell you something. If you wait to be motivated in life

to do something, you will do the bare minimum. When I went through US Secret Service Training Academy, we would wake up at 3 a.m. , we would go out on these runs for miles and miles, and you

know what they did to really mess with us. They wouldn't even tell us how long we would be running for so it could psychologically mess with our heads. You would go on these painful runs, your legs burning, your lungs on fire. You would do it anyway. I had zero motivation to wake up every morning, to go to training, to get bruised up, to get beat up, to be threatened every day that I would fail and get kicked out. No motivation. I did it anyway. Do you want to know something else? That when you do things. That's when confidence and motivation come in. But if you set yourself up to seek these things, to seek motivation. And let me ask you a question. Every time

you look for motivation, where is it? Motivation. Where are you? I'm just once it comes, then I can do this. And how often does it come? Sometimes it doesn't come at all. But if you're lucky to get it, what does it do? Hang out. Maybe a couple of hours, a couple of days, a couple of weeks. Then what do you do? You never finish what you start because you need motivation. Another common inhibitor, and a trait that I would see in people is the mindset of me being a victim, or me feeling like prey. When we think of ourselves as being attacked, as being victimized by others. And I'm not saying that those things don't happen, but when we develop that mindset, we become that. There was a study done in New York City. What they did is they put up some cameras in New York, and they started videotaping New Yorkers walking, just walking down the street.

So they took this footage. Then they gave it to people in prison to convicted felons. And they said to them, I want you to tell me who you would pick for your prey. Who amongst these people would you target ? Would you know that they all picked the same people? They all picked the same people to prey upon. Basically, they looked at the way they walked. Who did they pick? Well, the first group they picked were people that walked very timidly. They walked and they kind of had small steps and they made themselves small and, you know, maybe a little bit kind of to themselves. They put off this vibe. I'm very timid. I'm not sure of myself. Boom. Easy prey. Then they picked people who had really long strides, kind of sloppy walks, walking. I'm not really aware of my body. I'm doing whatever I want with it. They targeted those people because they had this lack of awareness.

Do you know who they did not pick? They didn't pick people who walked deliberately with conviction. Their steps weren't small. Their steps weren't big. But they exuded this energy out to the world. I am not your prey. We become what we think of ourselves, and it manifests through our mind into our body. And that's what we show the world. You are nobody's prey. Remember that. And with that, something important to remember is fear. Now. Fear is a good thing. It can help you. It's what helps you pay attention to cross the street. It's what keeps you aware. It's what tells you. You know, I need to watch out for this person. Fear is an emotion. So like any emotion, fear is something that comes and it goes. It's like anger. You're angry and then it passes. Sadness. I'm sad and then it passes happiness. All emotions. But what we have done is we have taken the notion of fear

and we made it our identity. So one of the things I would hear from my mentees is, I'm afraid I'm just a very a person who's, you know, I'm a fearful person. I'm not I'm not a person who's brave or, you know, I'm not that person who can go out and do things. And what they did unintentionally is they labeled themselves as being fearful. Labels are for clothing. They are not for people. Don't label yourself when you feel fear. It's supposed to come pass through you and be released. Fear is not your identity. Don't let it make a home in your head. Finally, you don't need to heal to be resilient. When you tie in fear, often people wonder, well, I've been through something really hard. How do I become resilient? I have to, I guess, heal. And then once I heal, I make the pain go away. I make whatever I've been through go away.

I can move forward. I'll be all right. I'll be resilient. You can heal from whatever you've been through. But healing is one thing and being resilient is something else. Being resilient means I go through something traumatic, hard, tragic, whatever that is, I go through it. But then I am able to recover from it. And when I say recover, I mean I go back to who I was pre stressor. I go back to can I function day to day as I used to function before? It is not. I'm going to make it go away. It is not. I'm going to forget about it. It is also not. I want to be the old Evie, the old person, the person who I was before I went through this. That's not resilience. And you really want to master resilience. The more difficult things you get to do in life, the more resilient you become. Because now you measure your bounce back rate. I went through something hard, I recovered. Now when I go through something hard again

, I recover again and then again. And do you know what happens? You get faster and faster and faster. That is resilience. How quickly I can recover. And you know what? I can move on and live. When I put these inhibitors together, I also organically realized that these were things that I became aware of throughout my life. So they're not exclusive to just my mentees. They're really tied in. And when I think of inhibitors, it was these are things that keep us from from moving forward, from achieving our goals. And I was a special agent, U.S. Secret Service. And that job definitely was life or death job every day. You didn't know whether or not you would come home. But there were two key moments in my life where I really thought I was going to die. The first time I thought I was going to die was on nine over 11, and my specific moment was when tower one was collapsing,

the first tower and I happened to be in an area where we were trying to triage and help people, the wounded people, and we were putting them in paramedics. We didn't know the tower was going to come down. But I remember in that moment, as I started to hear it, I found shelter, I was outside, so shelter was pretty much a corner on the sidewalk. I made myself small and my hope was whatever falls might miss me. And as the tower started to collapse around me, I had a moment and I was like, wow, Im going to die. And I was actually sure Im like, I'm really going to die. And I had this thought and this sadness. And I thought to myself, oh, there's so much I didn't do. There's so many

things I didn't do. I didn't live. And, you know, I prayed in that moment. I said, you know, if I make it through this, I'm going to live my life. So that way, the next time death comes

from me, I'm going to be okay to go. And so I did live. And then after that, I made sure to live. Fast forward about 20 years later, I had another near death experience. But the second one happened when I had my daughter. I was giving birth to my daughter, and when I had her, I lost a lot of blood. And the doctors at that point were trying to help me at that point. When I started losing a lot of blood, my lungs began to fill with a lot of water. And so because of that, I couldn't breathe. I was having a hard time breathing. And I remember even my husband, I could hear him in my ear because he was in the room. He's like, breathe, breathe. Fix your breathing. Breathe. And I remember thinking, what does he mean, breathe, I am breathing. I started losing oxygen in my body, so they were worried about the oxygenation in my brain. And then my kidneys began to shut down. It felt like it was my house.

All the lights were on in my house, and it felt like somebody was going through the house and just going room to room and turning off every switch. And I thought to myself, I think I'm dying. But in that moment, I remember, remember the first time and I thought, ah, but this time I'm I'm okay to go. I have done everything I wanted to do, and if I didn't get to do it, I know I tried. I didn't let these inhibitors keep me from living my life. I'm okay to go. And I really was. We have to really think about how we live. Because I can tell you when it is your time to go, You're not gonna think about your cars. You're not gonna think about your money. You're not gonna think about your jobs. You're going to think, did I live? Am I okay to go? And you want to make sure that you understand that you are not that special. And because of that, you're not alone in the world. There are people there to help you,

to help you get through the hard times. You are not suffering alone. And with that you will remember that you don't need confidence to do anything. Confidence and motivation. They will rob you of your success. They will rob you of time because you will chase these elusive things that quite frankly, you don't need. I had no confidence in anything I did. I did it anyway. And that you are nobody's prey. Think about how you show up in the world, how you walk into a room, how you speak to people, how you present yourself, what message are you sending to the world? And that even though you are afraid and that you will fear from time to time, you will have that it is not who you are, and that with all these hardships, you will build your resilience and you will be able to withstand more and more and more, so that when your time comes, you will look back and say, I'm okay to go because I lived. Thank you.

Athens, Greece. Special thanks.

How to Tap into Your Awareness _ Yongey Mingyur Ri So I would like to discuss about meditation. But first of all, I'd like to ask you a very simple question. Can you see my hand? Yes, raise your hand. Audience: Yes. Yongey Mingyur Rinpoche: OK, can you hear me? Audience: Yes. YMR: Yes? Great. That is the meditation. So, finished. My TED Talk is finished.

Of course, I'm just kidding. But in a way that is true. Why? What we call the essence of meditation is awareness. And what is awareness? Knows what you are thinking, feeling, doing, seeing, hearing.

That's all. So actually meditation is very easy, but many people find it difficult. Why? There are two misunderstandings about meditation. So the first is many people think meditation means, think of nothing, stop thinking, concentration. Ah.

Shh! I'm meditating, keep quiet.

So the more, when you try to stop thinking what happens, you will think more. So we will do a small experiment, OK? Now, please don't think about pizza.

No pizza. No pizza. What happened? Did you think about pizza or not? Yes, raise your hand.

I know.

Actually, we don't need to stop thinking. We just need to connect with awareness. And another misunderstanding about meditation is what we call blissing out. Looking for peace, calm, joy, relax.

The more you look for relax, then peace, calm, joy, relax run away. So ... Let me share you my own experience. When I was young, I had panic attacks. Although I was born right in the middle of the Himalayan mountains, the area, the village, wonderful, but panic followed me like a shadow. And I have so much fear strangers, I cannot go out and meet people. And lot of storms in the Himalayan mountains, thunderstorm, snowstorm. These storms drive me crazy. And when I was nine years old, I asked my father to teach me meditation. Luckily, he was a great

meditation teacher. And the first thing what he said is, "Don't try to fight with the panic. Don't try to get rid of panic." "And actually," he said, "you don't have to." Why? Awareness is like sky in the mountain, and the panic is like storm in the mountain, like cloud. And no matter how strong a storm is, it doesn't change the nature of sky. So sky is always present, pure, calm. Similarly, our fundamental quality of mind, awareness is always present, pure, calm. But the problem is we don't know how to connect with awareness, what we see, only a thought, emotion, that's all. So he said, there are three steps of practice to connect with awareness. The first one, we have to use an object.

Support, to connect with awareness. So this is one of my first meditation techniques that I learned from my father. So you can join and you can relax

your muscles in your body. If you cannot relax, also OK, allowed.

And close your eyes, and please listen to sound.

And when you hear the sound, through ear and mind together ...

That is the meditation. And let panic come and go. Let pizza come and go.

And maybe two pizzas, three pizzas, ten pizzas. As long as you remember the sound, you can have pizza.

OK, how was it? Did you hear the sound? Yes, raise your hand. Great. That is the meditation. Very easy. Just hear, that's all.

You don't have to do anything. So if panic comes, let panic come and go, don't care. Just listen to sound. Monkey mind comes blah, blah, blah. Let it come and go, just listen to sound. So I did that. But I had a big problem. The problem is lazy.

I'm lazy boy, I love the idea of meditation, but I don't like the practice of meditation. So on and off like that for five years. When I was 13 years old in India, there's traditional three-year retreat going to start. I thought I should join this because it's good for my laziness. And I join. The first month, wonderful, no lazy. Second month, lazy come back.

Now what happened? My lazy and my panic, they two become good friends.

The life in the retreat becomes disaster. And I thought I should leave. But I feel embarrassed to leave because I told all my childhood friends that I can do the retreat, you know. I don't want to lose my face. But if I stay, almost three years to go. Then I thought, what should I do? In the end, I decided to learn how to live with the panic. So now we have the second step what we call, actually, we can meditate everywhere, anytime with anything. So you can meditate with panic. How do you do that? Just like listen to sound, when you listen to sound, sound becomes support for your meditation. Now you're going to watch panic. If you see the panic, great. What we call, when you see the river, you're out of the river. When you see the mountain, you're out of the mountain.

So now awareness becomes more than panic. More than depression, stress. Monkey mind,

whatever. Let them come, let them go. So that is the first benefit and second benefit of what we call, there's a wisdom comes. So when you look at the panic, panic is not solid stone anymore. Panic becomes pieces. Sensation here, frightening image, voice, background belief. And if you take one of these away, you cannot find panic. So what I call panic becomes like shaving foam, looks like a piece of rock but inside full of bubbles. Then three, what I call this is acceptance, like self-kind, self-love, self-compassion. You let panic come and go, that's the real acceptance, isn't it? So three in one: awareness, love and compassion, wisdom. Sometimes what I call

buy one, get two free.

Big deal, right? And all this because of panic. So now panic becomes your teacher, your best friend. So I did this practice and in the end, me and my panic become very good friends. And few weeks later, panic is gone. I miss my friend. And I finished my retreat, my retreat went very well. And after that I have been eager to share this wonderful technique with the world. So I taught meditation many places, wrote three books, become bestseller, and then students and become abbot of a few monasteries. And what happened? Kind of new ego emerged within me. I thought, oh, I have to watch out, this so. Then I decided to do something very special, what we call wandering retreat. Meaning you leave everything behind, go on the street with nothing.

So I decided to do that. In 2011, I left my monastery, my students, my wonderful cozy bed. Everything, and got on street with only a few thousand Indian rupees, and that finished within a few weeks. Now I have to beg for food. And I got food poisoning. Vomiting, diarrhea. I'm alone on the street, now I'm going to die. Then I thought, what should I do? So now we have the third step, what we call open awareness meditation. Awareness, be with itself. Sky, be with itself. Now, no need to have support. Just be awareness itself. I did that practice. Then what happened? My body become decayed, I cannot see, I cannot hear. But my mind becomes so present, beyond free. And I was in that state for a few hours. Luckily, I didn't die, I come back. So when I come back,

the street becomes like my home. When I look at a tree, tree becomes like tree of love. And the wind blows to my face become a joyful experience. And the rest of my retreat went very well. I learned a lot from my retreat. So I like to share this open awareness meditation, but it is very difficult to explain. But I want to do something drama. And this is what I learned from my father. So what we call, this mala is the crazy monkey mind, blah, blah, blah, yada yada. And the open awareness meditation means you don't have to do anything. Just be. That's all, and you don't need to meditate. The sense of presence, being, but not loss. Be free. Be present. Thank you very much.

How to be confident _even if you_re not_ _ Montana

picture this you're going on a boat trip and you get on board with your family and you got your bags and the captain comes out to greet you and says Hi um my name's Montana uh Bon F oh I'll be your captain for this journey so uh oh boy let's just have a great trip

sorry nope get me off of this boat what we want in that moment is for the captain to walk out and say hi my name is Montana Von fiss I'll be your captain for this journey let's have a great trip the point is when you are the speaker you are the captain for that journey and how you show up really matters for the last 17 years I've coached thousands of speakers all over the world from Big tech companies to small startups and everyone from new hires to CEOs of Fortune 500 companies want to

know how do you show up and look confident so I'd like to share my top five tips for how to be confident even if you're not so let's break it down what was the difference between those two captains what did you see what did you hear and not just you know one seemed nervous one seemed confident but what was I doing differently to make you think that different volume different words certainly different body language but the truth is I wasn't actually feeling particularly confident I was just making certain physical and vocal choices to make you think that you can do that too anyone can do this so what are those confident looking choices number one turn up the energy and speak up when you speak up even just a little bit it reads as confident and you don't have to shout think about it this way on a scale of 1 to 10 aim for a five yes it goes to 11 but you can just aim for a five I'm here at a five right now I can bring it back down to a three down here service Captain was down here and then we bring

it back up to a five and it sounds prepared positive and confident so turn up the energy and speak up number two pause like a boss nervous speakers tend to talk really fast right and then when they do have a pause they fill it in with verbal filler likes and ums however if you try to speak more slowly it just sounds like this right and that's not better so instead make strategic pauses pause in transition pause for emphasis pause like a boss number three superhero stance imagine you are a superhero you can do it from your chair how would a superhero sit yes let that change your posture I see you yes let that bring a smile to your face and have some better eye contact all of that reads as confident and pretending to be a superhero is just a super quick way to have confident-looking body language now this one also goes to 11 but you can just aim for a five and that will be great tuck in that cape and go save the

day and you can stand in superhero backstage to boost your confidence but I'm saying bring that Superhero stance on stage so that your audience sees you as confident and if you need an easy shortcut just make the shape just make the shape of a confident person the audience cannot read your mind they don't know how you're feeling so just make the shape and they will go with it like if you came over to my house for dinner and I open up the door and I was like hi come on in we're

having chicken you'd be like is this a bad time you know you got to make the shape of a good host make the smile shape right instead of crossed arm shape open up hi welcome come on in if you're not sure if you're making confident looking choices you can just video yourself and watch it back feel like I just saw you say not doing that one I know most people don't like to watch themselves I get it but wouldn't you rather make that adjustment before

you're in front of your audience yes videoing yourself is a great way to check in to see that you're doing the techniques but also to see that it's still authentically you your version of confident captain now how can you do all of these things on performance day okay number four practice with purpose so make yourself a rehearsal schedule put it in your calendar you can give yourself a little treat when you do a run through and make it practice with purpose by giving yourself a specific goal or layering in one new confident Captain technique each day if it's a week before your event aim to run it all the way through at least once a day and if if you don't have time for a full run through just take the opening closing run that three times in a row from anywhere when you're in the shower and when you're walking your dog when you're making a meal for your kids I know my kids are very used to me walking around the house talking to myself whatever you need to do to get in

those repetitions and don't be afraid of over practice don't let that stop you you can just let go of your verbatim script if it's starting to sound robotic and you can still use you know bullet point speaker notes to remind yourself of what you would like to say and to invite you to say it a little bit differently each time to keep it fresh and let me be clear by practice I mean standing up saying it out loud imagining your audience and inviting them in clicking through your slides doing it as much like it will be on the day whether it's virtual or in person and I know it might feel a little funny saying it out loud to yourself but think about when you learn a new sport or when you practice a musical instrument if you had a piano concert on Friday and you got new music on Monday would you only read your music every day and then play it for the very first time at the concert on Friday no way and yet I see speakers do this all the time give yourself a chance practice helps

everything and it can really boost your confidence to practice with purpose by layering in one new technique each day okay those first four techniques they're all about how to appear confident regardless of how you're feeling I've got one more technique for you and it's it's a big one but this is the real gem it's the one that makes all the others shine this is number five the silent sentence this is about what you choose to tell yourself I've been a professional actor since I was a kid and I have always loved going on stage as an actor as a speaker as an MC and at the same time I have often been not just nervous sometimes downright terrified to step on a stage I'm shaking I'm sweating and I'm like what was I thinking why do I do this to myself and all these unhelpful voices flood in and I just tried to make it stop push it away and of course that never worked and I kept going on stage because I love

it and years later when I became a speaker coach I got asked to do all these professional presentations and they went well but I still had no way to deal with that massive anxiety and I was like what can I do and I thought well what am I telling myself what if you mess up you better be perfect I realized I was giving myself an impossible instruction to be perfect and that really was not working but what would work what would be a better message and to figure that out I had to go back to square one like what do I want why did I say yes to this speaking gig what is my deeper purpose here and I realized at the heart of it I just want to help my audience to the best of my ability and when I said that I noticed everything change that's where I found my first silent sentence I want to help my audience to the best of my ability when I said it even silently to myself it acted like this override switch like I might still

be shaking and sweating but now I have this higher goal this deeper purpose and everything aligned to that and that became my highest priority I want to help you and now that thought replaced those unhelpful thoughts and everything went better in my performance and I was like yes it worked yay and then I was like wait how do I do this every time especially when the stakes are high and it dawned on me like if I'm writing and crafting the words I say out loud why not write and craft the words I say silently to myself put it in the script it's the silent part of the script so now every time I rehearse every time I walk onto a stage every time I join a virtual meeting I say the following new and evolved silent sentence I invite you to be here with me while I am here with you so that I can make this easier for you now that invitation to myself to be present that's my definition of stage presence

being present and that invitation to the audience to be my partner that reminds me these are friends not foes and I am choosing to be here and now I'm not just making the shape of a good host I really am a good host because I am genuinely welcoming you to my world now how do you go about finding your silent sentence what do you want what's your deeper purpose you could be like me and you might just want to help people or it could be something more specific for example you might want at least one person in your audience to walk out and take a CPR class or maybe you're just super excited to have this experience or or share with them some cool solution you have for their problem you get to fill in the blank and decide what you want to accomplish and this is not about graduating to some higher level of being where you never again feel nervous yeah I know I haven't I was

feeling it pretty big about 15 minutes ago getting ready to walk on this stage and I am and probably always will be a recovering perfectionist that is a well-worn pathway in my brain it is there it exists it cannot be erased but now I have this other pathway and when big moments like this come up I get to choose and that's what I was doing back there in the wings I was choosing to gently insist on

repeating my silence sentence to set myself up for Success what we tell ourselves really matters we follow our own instructions all day long our whole selves are always listening so when you notice something isn't going well or you're fearing something might not go well in the future use this checklist what am I telling myself what's being broadcast then replace that with a better sentence to help set you up for where you'd like to go and most importantly put it in the

script and practice it practice it just as much as the words you say out loud so if you're running your intro in the shower three times in a row it would go silent bit out loud bit silent out loud silent out loud until it is inextricably linked and it is just a part of your process and it is repeatable and reliable and then it's just there for you when you need it now I want to leave you with this final thought when you're at home and you're practicing some of these techniques like turn up the energy and speak up pause like a boss superhero stance practice with purpose and your silent sentence sentence please know that it might feel uncomfortable at first because it's new and that is normal but think back to when I was demonstrating the nervous captain at the top how did that make you feel and then when the confident Captain came out oh what a relief now I can just sit back and enjoy the ride remember

that feeling of safety you had as an audience member and bring that into your next rehearsal you can give that gift to your audience reach outside your comfort zone to make your audience feel safe by making the choices of a confident captain and who knows you might even have fun have a great trip

How to believe in yourself_ Jim Cathcart at TEDxDe

Translator: Queenie Lee Reviewer: Elisabeth Buffard Somewhere deep inside, you know what kind of person you were designed to be. If you want to produce great acorns, think like an oak, not like an acorn. Think like the person you intend to become, like the Christian question: what would Jesus do? Ask yourself, how would the person I'd like to be do the things I am about to do. The acorn has three parts: it's got a stem, a cap, and a seed. And the stem represents its connection to the past, all the acorns, all the oaks that have ever existed in its line before are encoded in that, transferred through that stem, the legacy into this acorn. The cap holds onto the seed until the seed is ready

to grow on its own, so the cap represents your coaches, your mentors, your role models, your guides, your parents, your friends, your teachers. And when you're ready to grow on your own, the seed of that acorn holds not only your potential but the potential of every future generation of acorns that will spring from that line. So let me ask you a question. What kind of seed is in you? See, I believe part of our responsibility in life is to find out who we are, to discover ourselves. First off, we need to respect our nature. We need to realize we are part of a continuing chain that carries a legacy and a responsibility. And if that's the case, then we need to recognize that we were not

biological coincidences. I believe there is a creator, and I believe you were intentionally

created for a myriad of purposes. There are many things we can do with our lives, and I think it's our job to find out what those things are and to do them as well as we possibly can so that we're passing along the right imprint for the next generation. And that's just simply my life philosophy, that's the way I look at it. So first, we need to respect our nature. Second, we need to know our nature. Take Aristotle's advice, "Know thyself," but know things about yourself that most people don't discover. For example, know how you're smart, not just how smart you are in comparison to others. In what ways are you smart? Know what you care about. What are the values that motivate your choices? Know what your personal velocity is, the intensity and drive with which you naturally operate.

Know the background imprint, positive, neutral or negative, that you carry with you and what effect it's had on you. Know your behavioral style, how you come across to other people. Know the patterns in your choices so that you're continually learning more and more about what it's like to be you, so you can do an even better job of it. And then we need to apply our nature, we need to nurture our nature by expressing ourselves in the world. See, I never expected to be anything but ordinary. I was raised to be nice and ordinary. I expected I would grow up to be - my dad worked for the phone company, I figured I'd go to work for the phone company, maybe work in an office. I figured I'd work till 65 and have 1.34 kids, I'd retire at 65 and then I would die at statistical average age for my gene pool.

That's what I expected. Until one day in 1972, on the radio in the next room to mine, I heard a voice that changed everything. I was working for the Little Rock Housing Authority, Little Rock, Arkansas, urban renewal agency; I was a government clerk making \$525 a month; I weighed 200 pounds - this is 148 - I smoked two packs of cigarettes a day; I'd never set a goal in my life; I didn't have a college degree and no money in the bank; I was newly married with a new baby at home; and I didn't expect much from life. And in the next room, I heard the voice of Earl Nightingale, known at the time as the dean of personal motivation. He was on 900 radio stations around the world, and what he said that day will forever resonate with me.

He said, "If you will spend one extra hour each day studying your chosen field, you'll be a national expert in that field in five years or less." That hit me like a tornado; it rearranged everything in my life. I started doing the math: an hour extra a day, say five days a week, 50 weeks a year, that's 1,250 hours over five years. If I spent - me, just ordinary me - 1,250 hours studying one subject ... Wow! Yeah! I could actually be a national expert. What I want to be an expert at? It was not urban renewal.

Then it occurred to me a few weeks later, I want to do what that guy on the radio's doing. But I had

no idea what that was. I just knew it felt right to get in the field of human development. I thought we'll see, an hour a day, I am a government clerk.

I've got eight hours a day.

I could do this by Thursday.

And then I started thinking about what he'd said, and I took him seriously, an hour a day. I focused - I thought I was kind of behind the game, so I needed two hours, and three and four and five. So I overcompensated, and I became fanatical about the field of human development. And in that five year period, I went from being a government clerk with very little aspiration to being a full-time speaker and trainer. In two years, that was 1972, in 1974, I started buying Earl Nightingale's training materials and selling them to businesses. By 1984, his company was selling my training materials worldwide. They sold 3.5 million dollars worth of one of my first audio albums in the first two years it was out.

I was blown away. His formula works, and I've seen it work for hundreds and even thousands of people in the many many years since that time that I've been sharing that message. Think about that. If you were to focus one - well, you here, a TED audience - if you were to focus half an hour a day,

extra, just beyond the TED talk that you always watch, right? Every day, okay, beyond that, if you were to focus half an hour of study on one field of endeavor for five consecutive years, you'd not only transform you, you'd transform the world around you. And we collectively would transform the world as we know it today. You and I were born with the gift to make this a better place. Even if we didn't improve, we can make the world better right now. We can encourage people,

compliment people, we could solve problems, we could pick up trash, we could fix things, we could bring new ideas. But as you grow, you become a bigger source for the rest of life to express itself through you. You were put here for a reason. It's contained in that acorn. So nurture your nature, figure out - First off: I am valuable, accept that. I want to know who I am, and I want to know how I operate and how can I understand me better. And then I want to nurture that nature. I want to apply myself in the world and put myself to work in such ways that the rest of the world says: "Well, that's cool. If he or she can do it, I could probably do it. I wonder how they did it." And then we start spreading that and the ripple goes worldwide. So ask yourself every day, how would the person I'd like to be

do the things I am about to do? Thank you.

How to build your confidence -- and spark it in ot So when I was a little girl, a book sat on the coffee table in our living room, just steps from our front door. And the living room is a first impression. Ours had white carpet and a curio of my mother's most treasured collectibles. That room represented the sacrifices of generations gone by who, by poverty or by policy, couldn't afford a curio of collectibles let alone a middle class house to put them in. That room had to stay perfect. But I would risk messing up that perfect room every day just to see that book. On the cover sat a woman named Septima Clark. She sat in perfect profile with her face raised to the sky. She had perfect salt-and-pepper cornrows platted down the sides of her head, and pride and wisdom

just emanated from her dark skin. Septima Clark was an activist and an educator, a woman after whom I'd eventually model my own career. But more than all the words she ever spoke, that single portrait of Septima Clark, it defined confidence for me before I ever even knew the word. It may sound simple, but confidence is something that we underestimate the importance of. We treat it like a nice-to-have instead of a must-have. We place value on knowledge and resources above what we deem to be the soft skill of confidence. But by most measures, we have more knowledge and more resources now than at any other point in history, and still injustice abounds and challenges persist. If knowledge and resources were all that we needed, we wouldn't still be here.

And I believe that confidence is one of the main things missing from the equation. I'm completely obsessed with confidence. It's been the most important journey of my life, a journey that, to be honest, I'm still on. Confidence is the necessary spark before everything that follows. Confidence is the difference between being inspired and actually getting started, between trying and doing until it's done. Confidence helps us keep going even when we failed. The name of the book on that coffee table was "I Dream A World," and today I dream a world where revolutionary confidence helps bring about our most ambitious dreams into reality. That's exactly the kind of world that I wanted to create in my classroom when I was a teacher, like a Willy Wonka world of pure imagination,

but make it scholarly. All of my students were black or brown. All of them were growing up in a low-income circumstance. Some of them were immigrants, some of them were disabled, but all of them were the very last people this world invites to be confident. That's why it was so important that my classroom be a place where my students could build the muscle of confidence, where they could learn to face each day with the confidence you need to redesign the world in the image of your own dreams. After all, what are academic skills without the confidence to use those skills to go out and change the world. Now is when I should tell you about two of my students, Jamal and Regina. Now, I've changed their names, but their stories remain the same. Jamal was brilliant, but unfocused. He would squirm in his chair during independent work, and he would never stay still

for more than three or four minutes. Students like Jamal can perplex brand new teachers because they're not quite sure how to support young people like him. I took a direct approach. I negotiated with Jamal. If he could give me focused work, then he could do it from anywhere in the classroom, from our classroom rug, from behind my desk, from inside his classroom locker, which turned out to be his favorite place. Jamal's least favorite subject was writing, and he never wanted to read what he had written out loud in class, but we were still making progress. One day, I decided to host a mock 2008 presidential election in my classroom. My third graders had to research and write a stump speech for their chosen candidate: Barack Obama, Hillary Clinton or John McCain.

The heavy favorites were obvious, but one student chose John McCain. It was Jamal. Jamal finally decided to read something that he had written out loud in class, and sure enough, Jamal stunned all of us with his brilliance. Just like Jamal's dad, John McCain was a veteran, and just like Jamal's dad protected him, Jamal believed that John McCain would protect the entire country. And he wasn't my candidate of choice, but it didn't matter, because the entire class erupted into applause, a standing ovation for our brave friend Jamal who finally showed up as his most confident self for the first time that year. And then there was Regina. Regina was equally as brilliant, but active. She'd inevitably finish her work early, and then she'd get on about the business of distracting other students.

Walking, talking, passing those notes that teachers hate but kids love. You look like you passed a lot of them.

Despite my high ideals for our classroom, I would too often default to my baser instincts, and I would choose compliance over confidence. Regina was a glitch in my intended system. A good teacher can correct misbehavior but still remain a student's champion. But on one day in particular, I just plain old chose control. I snapped, and my approach didn't communicate to Regina that she was being a distraction. My approach communicated to Regina that she herself was a distraction. I watched the light go out from her eyes, and that light sparked joy in our classroom. I had just extinguished it. The entire class became irritable,

and we didn't recover for the rest of the day. I think about the day often, and I have literally prayed that I did not do irreparable harm, because as a woman who used to be a little girl just like Regina, I know that I could have started the process of killing her confidence forever. A lack of confidence pulls us down from the bottom and weighs us down from the top, crushing us between a flurry of can'ts, won'ts and impossibles. Without confidence, we get stuck, and when we get stuck, we can't even get started. Instead of getting mired in what can get in our way, confidence invites us to perform with certainty. We all operate a little differently when we're sure we can win versus if we just hope we will. Now, this can be a helpful check. If you don't have enough confidence,

it could be because you need to readjust your goal. If you have too much confidence, it could be because you're not rooted in something real. Not everyone lacks confidence. We make it easier in this society for some people to gain confidence because they fit our preferred archetype of leadership. We reward confidence in some people and we punish confidence in others, and all the while far too many people are walking around every single day without it. For some of us, confidence is a revolutionary choice, and it would be our greatest shame to see our best ideas go unrealized and our brightest dreams go unreached all because we lacked the engine of confidence. That's not a risk I'm willing to take. So how do we crack the code on confidence? In my estimation, it takes at least three things: permission, community and curiosity.

Permission births confidence, community nurtures it and curiosity affirms it. In education, we've got a saying, that you can't be what you can't see. When I was a little girl, I couldn't show confidence until someone showed me. My family used to do everything together, including the mundane things, like buying a new car, and every time we did this, I'd watch my parents put on the exact same performance. We'd enter the dealership, and my dad would sit while my mom shopped. When my mom found a car that she liked, they'd go in and meet with the dealer, and inevitably, every time the dealer would turn his attention and his body to my dad, assuming that he controlled the purse strings and therefore this negotiation. "Rev. Packnett," they'd say, "how do we get you into this car today?"

My dad would inevitably respond the same way. He'd slowly and silently gesture toward my mother and then put his hands right back in his lap. It might have been the complete shock of negotiating finances with a black woman in the '80s, but whatever it was, I'd watch my mother work these car dealers over until they were basically giving the car away for free.

She would never crack a smile. She would never be afraid to walk away. I know my mom just thought she was getting a good deal on a minivan, but what she was actually doing was giving me permission to defy expectations and to show up confidently in my skill no matter who doubts me. Confidence needs permission to exist and community is the safest place to try confidence on.

I traveled to Kenya this year to learn about women's empowerment among Maasai women. There I met a group of young women called Team Lioness, among Kenya's first all-female community ranger groups. These eight brave young women were making history in just their teenage years, and I asked Purity, the most verbose young ranger among them, "Do you ever get scared?" I swear to you, I want to tattoo her response all over my entire body. She said, "Of course I do, but I call on my sisters. They remind me that we will be better than these men and that we will not fail." Purity's confidence to chase down lions and catch poachers, it didn't come from her athletic ability or even just her faith. Her confidence was propped up by sisterhood, by community.

What she was basically saying was that if I am ever in doubt, I need you to be there to restore my hope and to rebuild my certainty. In community, I can find my confidence and your curiosity can affirm it. Early in my career, I led a large-scale event that did not go exactly as planned. I'm lying to you. It was terrible. And when I debriefed the event with my manager, I just knew that she was going to run down the list of every mistake I had ever made, probably from birth. But instead, she opened with a question: What was your intention? I was surprised but relieved. She knew that I was already beating myself up, and that question invited me to learn from my own mistakes instead of damage my already fragile confidence. Curiosity invites people

to be in charge of their own learning. That exchange, it helped me approach my next project with the expectation of success. Permission, community, curiosity: all of these are the things that we will need to breed the confidence that we'll absolutely need to solve our greatest challenges and to build the world we dream, a world where inequity is ended and where justice is real, a world where we can be free on the outside and free on the inside because we know that none of us are free until all of us are free. A world that isn't intimidated by confidence when it shows up as a woman or in black skin or in anything other than our preferred archetypes of leadership. A world that knows that that kind of confidence is exactly the key we need to unlock the future that we want. I have enough confidence

to believe that that world will indeed come to pass, and that we are the ones to make it so. Thank you so much.

How to challenge your negative self-talk _ Josh Gr

hello everyone this probably just looks like regular old juggling to you and that's because it is but it's in dropping the ball that I made such a profound Discovery during what I thought was one of the worst and most embarrassing moments of my life you see when I was little I wanted nothing more than to be an actor when I grew up because the weight of the world hadn't yet crushed my spirit I hadn't heard no enough hadn't heard that I was too small too short too fat too stupid hadn't heard that I was not smart enough or not fast enough or simply not good enough and because I hadn't heard some of this until much later in my life I started the journey journey of getting myself an agent it was actually through that process that I started to hear some of those more negative comments you're not

ready you're not the right look you're just not good enough and I started to internalize this unfortunately so I had to start in the safest place I got myself a background agent which required nothing more of me than to stand still in the background kind of like the child that plays the tree in

the school play just happy to be on the team one day though my agent did call me with my very first audition no more tree for me she calls me and she says hey you can juggle right to which I respond yes of course great your audition's tomorrow 9:00 a.m. sharp toodles my agent loved to say toodles now I'd like to make something abundantly clear at that point in my life I didn't know how to juggle like at all so I did what anyone would do in a situation like that I call my friend Adam who does I show up at his house at 5:00 p.m. at night and he starts me off with scarves slow moving juggling scarves so my body has time to figure out what it's doing then he upgrades me to my first

ball then two and finally three and by the end of the night I'm able to juggle for about 5 Seconds it doesn't look pretty and I make a lot of strange focused faces as I'm doing it but you can technically call it juggling the next day I show up at the audition on time and it is packed with professional jugglers clowns and magicians all who are nonchalantly carrying on full conversations with juggling six balls at the same time they're bouncing them off the walls they're so good and I'm just in awe staring at my borrow juggling balls and income these voices you are not not good enough you don't belong here all I want to do in this moment is disappear and make sure I don't embarrass myself or my agent so badly that I'm never able to work in this town again but I take a deep breath remember that I have a whole 5 Seconds of juggling under my belt and I sit

down and then I hear it Josh Josh Green you're up on the inside such Grace and confidence on the outside even though clearly sweating through my shirt I walk into the audition room introduce myself to the casting directors and wait for them to call Action I start juggling I've got my struggle face on I'm biting my tongue in Fierce concentration and I'm moving all over the place I'm about to reach my 5-second juggling limit and they they haven't stopped me yet why haven't they stopped me then it happens I drop the ball at this point my face couldn't look sillier I'm staring at them they're staring at me I don't know what to do so I just pick the ball up and continue juggling as if nothing ever happened trying to smile through my struggle face they stopped me immediately that's thank you that's enough next o and income those voices again I told you you weren't good enough you blew it the next day my agent calls me asking

me how I thought it went I tell her that I gave it my best shot and we'll get him next time then I thought she was going to give me a little bit of feedback but instead she says you nailed it you got the part wait what so she emails me the script with the name of my character at the top of the page and in bold letters it says stupid

Jester in sharing this story with you you got a really good look of what was going on for me externally but I'd love to dig into the discoveries I made internally to help me navigate some of those really negative voices the first one those voices they're not your voices no child is born thinking they're not enough the voices we hang on to tend to come from a select few people in our lives a

teacher a parent a bully a partner they start on the outside and they slowly move inside but they're not our voices they're somebody else's and we don't have to listen to them and guess what the casting directors have

those voices too they were given so much information from so many people just saying they needed somebody who could juggle they also have superiors so they're wondering am I doing a good job am I getting the right person the person interviewing you probably feels this way your date might feel that way as well no one really knows exactly what they're looking for which is why Steve Jobs so famously said nobody knows what they want until you give it to them which is why after a long day of amazing jugglers all pretty much doing the exact same thing being amazing I walked in looked like an idiot to which they responded oh my gosh this guy's perfect another Discovery I made was practice I did not just show up to my first audition overcome my negative thoughts and Bam I lived happily ever after no no no no no I practiced I started safe and small I started as a background performer all I had to do was walk around in the background and make it look so uninteresting that it didn't draw anyone's attention what's the

safest place that you could start what's your version of background performer because once you start it builds momentum that can't be stopped but you do have to start you also have to show up I had so many chances to turn down my juggling opportunity I could have told my agent that I didn't know how I could have just not gone to the audition and I could have just left when I saw all the amazingly talented jugglers that were there but I stayed in spite of the voices that said I wasn't good enough and I showed up because I could have been exactly what they were looking for and I was had I not gone though the show would have gone on without me they would have cast another juggler into the role and I'm sure it would have been fine but that means somebody else would be living my life right now ask yourselves how many people are living your best life right now CU you turned down an opport so say yes to Opportunities show

up you probably also notice that I didn't do this by myself though I didn't know how to juggle I did know someone who did surrounding myself with extremely talented people who know more than me and think highly of me has always been so helpful at helping me expand my horizons or in this particular instance growing me out of a pinch think of all the people you have in your life and what they could show you if you just called them and said hey can you teach me how to play guitar or how to swim or I don't know whatever a project manager does I don't know one of the most painful discoveries I made during all this was that it's not all rainbows and sunshine there is a harsh truth that I had to get through books and movies tend to skip over these parts but the truth is I was a background performer for over 2 years before I even got my first audition the voices were very loud back then extremely cemented and

internalized after that I only landed one in every 30 auditions one in every 50 jokes got a laugh while I was on stage and I failed more businesses than I care to remember this is why it's so important to start Safe Keep practicing continue to show up and have the support of others because all of these proactive actions over time help to silence those negative voices it pushes them further away and it all leads to a much more fulfilling life saying yes to acting led to a wonderful and fulfilling acting career saying yes also led to a comedy career that allows me to travel the country it allowed me to be on the bottom of the ocean on just one breath for over two minutes it allowed me to save a human life that was pretty cool and to doing my very first TEDx all of this because I embrace the moments when those voices arise so look I know that the Unseen life is a scary life so we tend to stick to what's safe

because it keeps those voices quiet when I took on 5 hours of juggling to do my first audition I kept hearing no way you're going to be good enough but rather than shy away from that I amra Ed the part of me that felt like I couldn't do it and said why wouldn't I be good enough I practiced I showed up and I took my place and I encourage you to do the same because when you hear that voice that says you're not good enough that just means you're doing something right it means you're embracing The Human Experience and pushing yourself just beyond your Edge so let's be honest dropping the ball does not sound like a good idea but it's one of the best things that ever happened to me so the next time opportunity comes your way and you hear that voice saying you're not good enough don't drop the ball I encourage you to do the exact opposite thank you

w

How to channel your stress to help you succeed _ H

Wow I'm so grateful to be here with all of you today in my chosen hometown of San Diego talking about my favorite subject stress now I know that probably sounds a little bit crazy to you not the San Diego part but the stress part but it's true I actually love stress but that was not always the case see I grew up with an anxiety condition and I've had it since I can remember it started when I was really young triggering headaches and then stomachaches and then quickly turned into panic attacks and actual fainting episodes I can still remember several different situations being at doctor's appointments trying to figure out what was wrong with me and I would actually pass out at some point during my appointment and then a couple days later they would call and give me the good news that there was nothing actually wrong with me well if you've ever had something wrong with you and then been

given the good news that there's nothing wrong with you you know how stressful this can be so I figured if stress was my problem I really didn't have any choice but to try to find some sort of cure

and I explored all of the angles starting with psychology and the nutrition exercise physiology and neuroscience and no matter how much smarter I became about stress I still really struggled to get it under control in fact I found myself getting more and more frustrated because I would look at all of this great data and research talking about the benefits of stress and the upsides of stress and here I was with all of this great information and I couldn't figure out how to tap into the benefits without feeling totally overwhelmed by the pressure so let me give you a personal example of how this actually shows up in my life I moved to San Diego and chose this spot in particular because I love being by the ocean there's something just really calming and soothing to me about being near the water but ever since I was a

young child I have the craziest reaction every time I get just close enough to actually put my feet in the water so let me give you an idea

and then just I get close enough to actually put my foot in the water I start to hear these sounds okay there it is this is not a joke this actually happens to me every time I get close to going in the ocean by any chance is there anyone else who's ever had this experience before well how about right now as you hear those sounds does it trigger any sort of reaction for you well this is my stress reaction my fingers start to sweat a little bit and my heart starts to race and I feel like I can't quite catch my breath it's a lot like every time I get ready to give a presentation or get on an airplane actually but here's my point we all experience stress in different ways for different reasons but there's one thing that each of us has in common the

majority of the time the way that we react to stress is primal being fueled by the lower level functions of our highly developed brain what I mean is we experience a cue like music in this case that triggers a reaction well before we label it with any sort of conscious thought and the human brain is designed in a very specific way to process patterns of energy and information in a specific hierarchy first sensing and then feeling and then thinking in an effort to try to help us survive ironically not too long ago I ended up watching a movie about Steven Spielberg and they were talking about the movie Jaws and the fact that were horrified of this shark that we hardly ever actually see on screen the audio team was so talented they were able to create this horrifying experience solely based on sound alone and it turns out that many times what we can't see is way more scary than what we can see well I feel like a lot of life is like that today we end up picking up these non-conscious cues from

our environment some of them obvious like media and technology and our workload constantly overwhelming us but some of them really subtle like how busy we are and how we rush around all of the time and how we pass our stress off to one another it's like we're constantly sensing that we're not safe and feeling like we don't have enough time or energy or money to deal with all the demands in our life but instead of actually looking at what's happening in the water we just try to build a bigger

boat minimize it manage it and hope it goes away so we minimize stress by blaming it on someone or something else or we hide and hope that it goes away or we justify not doing anything with it because there's so many people around the world that have it worse than we do and so we should just let it go but we don't without actually doing something with the energy and information stress provides we just push it down into our own system where we start to embody the sensation of stress and something that was designed to

mobilize action turns into inflammation causing internal wear and tear and unfortunately making us feel sick and tired and too often times to act stupid and even mean it's kind of like we're taking the stress mess and trying to brush it off to the side and pretend like it's not there but we carry it around with us all day long and if we're not careful it spills out to affect everyone around us but what if there is a better way to navigate our experiences of stress what if instead of trying to minimize it or manage it away we actually looked into it and learned from it and then actually used it to fuel some sort of positive change what if stressing really is a blessing once we know how to use it for good well if we're gonna do that the first thing we need to do is actually stop take a breath and assess what's really happening and understand what it is we're talking about when we're talking about this idea of stress and the first thing we need to know is that stress is

just what happens when demand exceeds capacity it's not good or bad but we could think about it as being like energy potential that we could use in positive or negative ways so when I suggest that we try to find a cure for stress I'm not saying that we try to get rid of it which is a good thing because we all know that's never going to happen but that we learn how to use it and navigate our experience of stress more effectively because stress itself is not the problem it's our relationship with stress that needs to be fixed and fortunately for all of us the human brain is hardwired with these higher-level capacities things like curiosity and creativity and collaboration that allow us to use stress and actually adjust and adapt and grow stronger but when we're constantly stuck reacting those same capacities start to go offline I'm sure you've all heard of your stress response being described as what I call the four FS of fear fight flight freeze or faint but despite what we've all been taught this

is not our stress response these are stress reactions a response is what happens when we actually stop and assess the situation and then decide how we want to proceed and it may not seem like a big difference just a word react versus respond but the words we use actually shaped the way we see our experiences and in this case a reaction is something that happens to us and a response is something that happens for us and our greatest asset for survival as humans is our ability to stop and think and respond see the lion may fight and the cheetah may run the cat may freeze and the mouse may faint and play dead these animals are accessing their greatest resources to help them survive a potential threat so as humans when we do that not only do we internalize this unused

energy and information but reactions just lead to more reactions so we wake up in the morning feeling like we'll never have enough time to get it all done and we constantly multitask putting out fires pushing around papers

and going and going and going until we finally get to the end of the day tired and wired at the same time and unable to sleep and then when we do have a moment to catch our breath we react to this strange sensation of stillness by quickly grabbing our digital devices to kill time and my least favorite of all is this awful game of email hot potato that we all seem to play with each other where we sense that we're never gonna have enough time and so we just react by batting emails around and around and around and wasting time and energy and never thinking about if we need to hit reply all and we know better so why aren't we doing better why is common sense so seldom common practice well let's go back to the shark in the water for a moment that worked I'll try that next side let's go back to the shark in the water for a moment no matter how many times I try to convince myself that there is no shark in the water which is not actually true or that the shark probably won't hurt me

which is not necessarily true either or that I'm a really good swimmer which is true but not really relevant in this case no matter how many times I logically try to convince myself to respond differently to going in the water if I'm reacting my experience is still the same so the only way I'm actually going in the water is if I sense that I'm safe and I feel interested and here's where I think we may actually find a potential cure for our unmanaged chronic everyday stress and it's a hardwired human capacity we've all had from the moment we were born that helped us to navigate challenges and change effectively and it's our ability to be curious because when we shift to a state of curiosity everything changes the primal parts of our brain actually start to calm and quiet down because we wouldn't allow ourselves to explore if we were actually in danger at the same time the lens through which we see our circumstances changes and we start to notice patterns of energy and information in new ways

that we can use so that it can help us instead of hurting us see if we look at a picture of a brain that's stressed and compare it to one that's curious we see dramatically different images the stress brain starts to shut down and protect itself relying on survival based reactions that have worked in the past but the curious brain is open interested willing to look at new possibilities and from this place we can actually learn from our experiences and even grow from our stress see I believe that the more we practice getting into this state of curiosity the more we can actually develop a new human stress response so instead of having to fight or flight or freeze or faint we can practice what I like to call question and consider where we stop and we ask the important questions like why is this really happening right now or what is it that I need in this moment and then we consider possibilities like how might this experience be helping me to grow stronger or how might the lessons I'm

learning now helps someone else in the future see I believe that the more we practice looking at life through the lens of curiosity the more flexible and adaptable we can be to an ever-changing world and the more we learn how to use the energy and the information that stress provides us to actually fuel some sort of positive change the more we can talk to each other and listen to each other and actually work together to create better solutions for our stressful lives and from this state a state of curiosity stressing can actually be a blessing and now when we know better we're finally able to do better thank you you

How to cope with anxiety _ Olivia Remes _ TEDxUHas

Transcriber: Denise R Quivu Reviewer: Robert Deliman Imagine that you're getting ready to go to a party. You feel excited, but also nervous, and you've got this feeling in your stomach almost like another heartbeat. There's something holding you back, holding you back from getting too happy. "No, you mustn't get too happy. Better to be cautious, otherwise, something bad might happen." You start wondering, "Who should I talk to when I get there? What if no one wants to talk to me? What if they'll think I'm weird?" When you arrive at the party, someone comes up to you and starts talking with you, and as this is happening, your mind starts racing, your heart begins pounding, you start sweating, and it feels almost like

you're dissociating from yourself, like it's an out-of-body experience, and you're just watching yourself talk. "Keep it together," you say to yourself, but you can't. And it's just getting worse: after a few minutes of conversation, the person you've been speaking to leaves, and you feel utterly defeated. This has been happening to you in social situations for a long time. Or imagine every time you go out, and you're in crowded places, you feel this panic starting to arise. When you're surrounded by lots of people, like on a bus, you start to feel hot, nauseous, uneasy, and to prevent this from happening, you start avoiding a lot of places which makes you feel lonely and isolated. You or the person in both of these scenarios have anxiety disorders, and what I can tell you is that anxiety is very common, much more than people think.

Right now, one in 14 people around the world have an anxiety disorder, and each year, it costs over 42 billion dollars to treat this mental health problem. To show you the impact that anxiety has on someone's life, I will just mention that anxiety can lead to depression, school dropout, suicide. It makes it harder to focus, and to hold down a job, and it can lead to relationship breakdown. But a lot of people don't know this, that's why, a lot of times, people sweep anxiety under the rug as just nerves that you need to get over, as a weakness, but anxiety is so much more than that. A reason why so many people don't think it's important is that they don't know what it is. Is it your personality? Is it an illness? Is it a normal sensation? What is? That's why it's important

to differentiate what is normal anxiety from what is an anxiety disorder. Normal anxiety is an emotion that we all get when we're in stressful situations. For example, let's say, you're out in the woods, and you come face-to-face with a bear. This will probably make you feel a little bit anxious, and you'll probably want to start running like crazy. This anxious feeling that you get is good because it protects you, it saves you, and it makes you on a hightail it out of there, although maybe it's not such a good idea to start running when you see a bear. I really don't think you can outrun a bear. Anxiety helps us meet our deadlines at work and deal with emergencies in life, but when this anxiety emotion is taken to the extreme and arises in situations

which don't pose a real threat, then that's when you might have an anxiety disorder. For example, people with generalized anxiety disorder worry excessively and constantly about everything going on in their lives, and they find it very difficult to control this worry. They also have symptoms like restlessness, fear, they find it hard to fall asleep at night, and they can't concentrate on tasks. In spite of whatever kind of anxiety you might be suffering from, there is something that you can do to lower it. It works, and it's simpler than you may think. All too often, we're given medication for mental disorders, but it doesn't always work in the long run. Symptoms often come back, and you're back to where you started. So here's something else to consider: the way you cope or handle things

has a direct impact on how much anxiety you're experiencing, and if you tweak the way you're coping, then you can lower your anxiety. In our study at the University of Cambridge, we showed that women living in poor areas have a higher risk for anxiety than women living in richer areas. These results didn't surprise us, but when we looked closer, we found that women living in poor areas, if they had a particular set of coping resources, they didn't have anxiety, while women living in poor areas without these coping resources had anxiety. Other studies showed that people who had faced extreme circumstances, who had faced adversity, been through wars and natural disasters, if they had coping resources, they remained healthy and free of mental disorders, while others, facing the same hardships

but without coping skills went on a downward spiral and developed mental disorders. So what are some of these coping resources, and how can we use them to lower our anxiety? And before I dive into what they are, I'd like to point out - and I think this is so interesting - you can develop these coping resources or coping skills on your own through the things that you do; you can take charge of your anxiety and lower it, which I think is so empowering. Today I'll be talking about three coping resources, and the first one is feeling like you're in control of your life. People who feel like they're more in control of their life have better mental health. If you feel like you're lacking in control in life, then research shows that you should engage in experiences

that give you greater control. I'll show you what I mean: do you sometimes find that you put off

starting something because you just don't feel ready enough? Do you find it hard to make decisions like what to wear, what to eat who to date, which job to take up? Do you tend to waste a lot of time deciding what you might do while nothing gets done? A way to overcome indecision and this lack of control in life, is to do it badly. There's a quote by writer and poet GK Chesterton that says, "Anything worth doing is worth doing badly the first time." The reason why this works so well is that it speeds up your decision-making and catapults you straight into action, otherwise, you can spend hours deciding how you should go about doing something or what you should do. This can be paralyzing and can make you afraid to even begin.

All too often, we aim for perfection, but never end up doing anything because the standards that we set for ourselves are too high, they're intimidating, which stresses us out so we delay starting something, or we might even abandon the whole thing altogether. Do it badly frees you up to take action. I mean you know how it is: so often, we want to do something perfectly we can't start until it's the perfect time, until we've got all the skills, but this can be daunting and stressful so why not just jump into it just do it however, without worrying if it's good or bad? This will make it that much easier to start something and as you're doing it badly to finish it, and when you look back, you'll realize, more often than not, that actually it's not that bad. A close friend of mine who has anxiety started using this motto,

and this is what she said, "When I started using this motto, my life transformed. I found I could complete tasks in much shorter time periods than before. Do it badly gave me wings to take risks, to try something differently, and to have way more fun during the whole process. It took the anxiety out of everything and replaced it with excitement." So do it badly, and you can improve as you go along. I'd like to ask you to think about this: if you start using this motto today, how would your life change? The second coping strategy is to forgive yourself, and this is very powerful if you use it. People with anxiety think a lot about what they're doing wrong, their worries, and how bad they're feeling. Imagine if you had a friend who constantly pointed out everything you're doing wrong, and everything that was wrong with your life.

You would probably want to get rid of this person right away, wouldn't you? Well, people with anxiety do this to themselves all day long. They're not kind to themselves. So maybe it's time to start being kinder with ourselves, time to start supporting ourselves, and a way to do this is to forgive yourself for any mistakes you think you might have made just a few moments ago to mistakes made in the past. If you had a panic attack and are embarrassed about it, forgive yourself; if you wanted to talk to someone, but couldn't muster up the courage to do so, don't worry about it, let it go; forgive yourself for anything and everything and this will give you greater compassion towards yourself. You can't begin to heal until you do this.

And last but not least, having a purpose and meaning in life is a very important coping mechanism. Whatever we do in life, whatever work we produce, however much money we make, we cannot be fully happy until we know that someone else needs us, that someone else depends on our accomplishments, or on the love that we have to share. It's not that we need other people's good words to keep going in life, but if we don't do something with someone else in mind, then we're at much higher risk for poor mental health. The famous neurologist Dr. Victor Frankel said, "For people who think there's nothing to live for and nothing more to expect from life, the question is getting these people to realize that life is still expecting something from them."

Doing something with someone else in mind can carry you through the toughest times. You'll know the why for your existence and will be able to bear almost any how; almost any how. So the question is do you do at least one thing with someone else in mind? This could be volunteering, or it could be sharing this knowledge that you gained today with other people, especially those who need it most, and these are often the people who don't have money for therapy, and they're usually the ones with the highest rates of anxiety disorders. Give it to them, share with others, because it can really improve your mental health. So I would like to conclude with this: another way you can do something with someone else in mind is finishing work that might benefit future generations. Even if these people will never realize what you've done for them,

it doesn't matter, because you will know, and this will make you realize the uniqueness and importance of your life. Thank you.

How to create a successful mindset _ Maxi Knust _

have you ever heard of this saying watch your thoughts for they become words watch your words for they become actions watch your actions for they become habits watch your habits for they become character watch your character for it will become your destiny this saying shows that everything starts with our thoughts the roots of our destiny on our thoughts today I want to show you how important it is to carefully watch your thoughts and how you can create a successful mindset our thoughts determine how our life looks like you think that sounds crazy well I want you to imagine the situation you want to take the bus to go to work to

University and you usually need 5 minutes to your bus station but today you have only 2 minutes left so though it seems impossible to catch the bus you decide to run and just give it a try so you step outside the door and while running you have two options now you can either think oh damn I'm way too late I won't make it I will miss the bus and be too late at work what a shitty day or you have another option to think well I'll still have 2 minutes left I can make it I will catch the bus and be on time at work today is a good day as I'm a person that is most of the times 50 minutes late I know the

situation for my whole life where I run and try to catch the bus so some month before I started my own business feneur I had a mind-changing experience again I tried to catch a bus but this time I really thought

positively I really thought I can make it and guess what I caught the bus so you might call it luck but I experienced many times afterwards and many other situations where I had this kind of thinking that I deeply believed in it that I can make it and that I put all action in it to make it happen somehow things turn out much better for me and increase my life quality so what do you usually think in this kind of situation for example this bus situation most of the times we tend to think the negative way if we're truly honest with ourselves but why are we tending to think so negative about the outcome of our efforts I assume we are afraid we are afraid in case we don't reach our goals and we would be disappointed it or we are afraid of what other people may think of us if we don't reach our goals so I want to show

you that you have in every kind of situation two possibilities to think either negative or positive so if you look at this bus situation what do you have to lose the next time time if you're in this kind of situation just give it a try and turn around this negative I can't make it I can't do it into a positive I will do it I will make it thought and if you want to train your mind oh I forgot this if you think this you have to repeat it and not only do it once you have to make positive thinking a habit so if you want to train your mind you can easily write every evening down what was the positive thing of your day and what was a negative thing of your day and you probably see that most of the times the positive moment outweighs the negative and so you can train to focus more on the positive things let me give you another example out of my life that shows how much positive thoughts and our images in our

mind can help us to make our dreams come true so when I started being interested in entrepreneurship I read a book by one of the most successful Founders which became my inspiration Richard Branson he's the found of Virgin Airlines Virgin records and so on and it became somehow a goal for me to meet him one day actually I had this idea of meeting him for some coffee on Neer Island and just talking about some business and philanthropic stuff and as crazy as this thought might seem for other people I always deeply believed in it and I always had this image in my mind of how the situation would look like well I have to disappoint you a bit until now I haven't been on EA Island and uh I didn't meet Richard Branson there but another thing happened to me two weeks ago I was invited to bits and pretzels as journalist um as a Founders event in

Munich and Richard Branson also had a keynote there so you can imagine how excited I was to at least see him from far on stage but remember I told you I'm always 15 minutes late well as much as I was determined to really be on time somehow things turn out totally differently my train had to take a detour as there was a car accident and um I missed my other train so I got late and I couldn't get

in the conference room anymore because it was already fully filled and the staff didn't let me in but my mindset had changed within the last year from complaining about this or being frustrated about this and just be negative to take action and finding a solution to get there in somehow so I was talking to the staff and telling them I have a press ticket please let me in but still the room was fully filled and they didn't let people inside anymore but another thing happened they

told me there would be a press conference afterwards which I didn't know about before so I couldn't believe my luck because I had this press ticket and I could get in so I went to this little room and saved the best seat in a front row I met some other journalists before I was talking to them and offering a seat next to me and then Richard Branson came in and I couldn't believe it he just sat an arm length away from me so I had the opportunity to ask him a question but I wasn't picked to ask so then the moment rose up where it was said now it's the last question so I was like this hoping that they will pick me and the guys who sat besides me show to me and we're like pick her pick her so Richard Branson's attention came to my person and I had the chance to ask him a question which I didn't imagine at all in the morning when I got up so people might call me a lucky girl but the thing is what no one sees I

always believed in this deeply and I always thought this would happen one day and in the end my thoughts became reality the idea of thoughts become things is a law of attraction everything that is coming to your life you are attracting this into your life it's being attracted by the images you hold in your mind it's what you are thinking whatever is going on in your mind you are attracting this and always remember that and if you're interested in this topic I would recommend you the movie The Secret but only by sitting at home and hoping and wishing for a better life nothing will ever change you have to take action so the first step is to think about what you truly want what you truly want not your parents not your friends not Society or anyone else who has some expectations about your life

so if you know what you deeply Thrive for just try to imagine how the situation would look like and how you will feel in this situation and then if you walk around with open ears and eyes opportunities will show up to you and then you have to take action and not let it pass say yes to the opportunities that show up in your life and usually we don't feel prepared enough for it I'm not ready for it and I wasn't prepared at all for asking Richard Branson a simple question I'm not a real journalist I studied business administration and it just happened that I found the online magazine fur so I had two choices in the situation I could see all the negative things and I could focus on my fears there was an opportunity showing up and I could just let it pass but I took action and I focused on being courageous and that's the difference

between successful and unsuccessful people to take action but how can we create a successful mindset well to train our brain is quite easy we can easily replace our old destructive belief sets

through a healthy and successful mindset I have written down on a little piece of paper that is taped on my mirror some mantras I repeat to myself every day it sounds so easy I know but I realized within like some weeks or month almost automatically my perception has changed and just to give you some inspiration maybe for your new mantras to create a positive mindset I will give you some examples from my piece of paper so so of course on a first is I see the positive things in every situation I determine about my success I focus on the things that I can change and not on the things that I can't change and I'm open and grateful for the changes in my life

so make sure if you write down your Mantra sentence so the things that are important to you that you write positively and don't use the word no because our brains can't process the word no just to give you a short example if I tell you don't think about a red car what happens you probably have the red car in your mind so I have a final exercise for you today I want you all to get up from your seats please get up move perfect okay guys imagine there is a bell ringing in 250 high so it's kind of like here so somewhere above your head and I want you to jump and dring this imaginary Bell in 250 which is kind of here so one two three jump perfect not sit down please now imagine the Bell is in three M okay I want you to jump again for three meter and ring the spell one 2 3 and jump perfect thank you you can sit

down so you might already see my point in that as higher you set your goals the higher you will jump and the more effort you will invest and the more you will do to reach your goals so if you think about your goals always aim high and dream big be open and willing to learn lessons along the road and always keep in mind that our thoughts determine our success in life thank you very much

How to do laundry when you_re depressed _ KC Davis Transcriber: Zsófia Herczeg Reviewer: Rhonda Jacobs Shortly after I published my book, I got an email. It said: Your book was the only thing that saved me from suicide. You saved my life. Now, my book is about how to clean so that seems kind of weird, right?

But what if a new philosophy on cleaning could teach us a better approach to mental health? I'm not an interior designer or a lifestyle influencer. I'm just a therapist with ADHD. And in February of 2020, I had my second baby. Because with the first one I had some postpartum anxiety, and my husband had just taken a very demanding job that was going to keep him busy, I developed a meticulous postpartum plan for myself.

My family would rotate in shifts for the first 60 days. The cleaning crew would come once a month. The new moms group would drop off dinners. And my toddler would go to preschool. I was so proud of this plan. And it ended before it even began. Because February of 2020 is when the COVID lockdowns happened, and all of that support disappeared overnight. In a blur, my days turned into

breastfeeding difficulties, toddler meltdowns and depression. The dishes stayed in the sink for days. The laundry pile reached impressive heights. And there was often not a path to walk from room to room. And when I should have been catching up on sleep, I would lay in bed at night and think to myself: Im failing. Maybe Im not capable of being a good mom to two kids. I decided to post

a joke video on TikTok one day about my house turned disaster.

Some funny shots of my clutter and my dishes, and my enchilada pan to a nice beat. Sort of a laugh-to-keep- from-cry situation, surely. And I got a comment: Lazy. Yeah, that stung. But I must be a glutton for punishment because I kept posting videos about my messy house.

Video after video of all of the weird tips and tricks that I was using to try and get it back in order while managing my feelings of being overwhelmed. And I braced myself for more criticism. But what happened was entirely different. In the comment sections of my videos, hundreds of stories came rolling in. Stories like Amanda, who after losing her baby

in the second trimester, was standing frozen at her sink because she forgot how to wash dishes. Stories like Lula, whose chronic health problems and depression made it difficult for her to brush her teeth. Story after story of people with depression, ADHD, autism, burnout, bereavement, all struggling with these daily tasks. And it might seem odd to some of you that someone could struggle with tasks that are so simple. But are they simple? Let's think about what really goes into something like laundry. Everyone, picture your laundry pile right now. Okay? How many clean clothes do you have left right now? Can you wash tomorrow or must it be today? Do you need to prioritize, presort, pretreat anything? Did anybody teach you how to do that?

You're out of detergent. You work three jobs. When can you get to the store next? You're there. Can you afford it? You can. Which one you choose? Get it home. Pick a setting. Which one? I don't know. Google it.

By the way, you have memory problems, so you'll remember that wash in three days when it's mildewed into the washer. It's okay. Just rewash it, and get it into the dryer. You'll forget that too, and it'll wrinkle. Now dry it again. Now all you have to do is get it out and fold it. But also you have three small children. And those children haven't given you a moment alone in quite some time. When you finally get that moment, you have to decide: Are you going to finish the laundry, eat a sandwich, take a nap? Times up. You didn't do any of it. You stared at the wall. You have decision fatigue

because the burden of carrying a home all by yourself has burnt you out. You see for some of you all of the steps and the skills that go into care tasks run on autopilot. But for millions of people, the

autopilot is broken. And what's worse, what if you had to do all of that when your mom just died, or your job just fired you, or you're using every ounce of strength that you have to just not kill yourself today. If you have access to therapy, it's unlikely your therapist will ever ask you about your laundry. I've worked in mental health for about a decade. I've been in therapy even longer, and the only time I ever had a provider talk to me about things like cooking and cleaning and brushing my teeth was when I was in a psych hospital as a teenager. Yet here were hundreds of thousands of people in my comment sections,

telling me that these daily care tasks were a major pain point in their life. And so I started to wonder: What if we started here? What if we started with these care tasks? Could making daily tasks easier improve mental health quicker? In the two years that I've been posting and writing about the intersection of mental health and care tasks, I've come up with a philosophy that does just this. And it all starts with one simple idea: Cooking, cleaning, laundry - it doesn't make you a good person or a bad person. Listen to me. Care tasks are morally neutral. Now, I know that if you've been watching Martha Stewart for decades

and scrolling the perfect Pinterest aesthetic every day that it can feel like struggling with these tasks is a moral failure. Like it's because we're lazy

or we're irresponsible or we're immature. But having an organized closet doesn't make you a success. And living out of a pile of laundry on the floor doesn't make you a failure. You know where the shirt you want to wear is - it just might take you a bit of sifting to find it. The truth is: it's not about morality. It's about functionality. Does your home work for you? Not some hypothetical houseguest that is coming to inspect your closet. I mentioned Amanda, who had lost her baby and forgot how to wash dishes. She told me that when her husband would go to work, she would lay on the floor next to the empty crib, and say to herself: What can I bring to my family if I can't even wash dishes? But that changed when she began to see care tasks as morally neutral. All of the sudden, the dishes in the sink weren't representations

of her failure as a wife. But instead she would look at the pile, and think to herself: What do I need to function tomorrow morning? - and then pull two coffee cups out of the pile to wash. She had her coffee the next morning, and it was a little bit easier to get up off the floor. When we liberate ourselves from the idea that we are a good person or a bad person with care tasks, we can stop thinking about the right way to do things, about the way that things should be done, and instead start thinking about what we can do with our current barriers to improve our quality of life today. And this is the fun part, because you get to customize a life that works for you. When Lula realized that her problems with brushing her teeth were not moral failings, she gained the confidence

to speak to her dental hygienist. And together they came up with solutions that work around her barriers. She now relies on prepacked disposable toothbrushes that she keeps in her desk, floss she keeps in the living room and a no rinse prescription toothpaste. Because by breaking down the component parts of a dental hygiene routine and ensuring that each step was accessible to her mental and physical needs, for the first time in a year, she's done every step in that routine for two weeks straight. She says that now that her teeth are clean, she's a little less stressed about tomorrow's problems. And this approach can work with any care task that you struggle with. Simply ask yourself: What am I trying to achieve, and how can I achieve it in my way? In a rare moment of folding clothes,

I looked down at the baby onesie that I was folding,

and I thought to myself: Why am I holding this?

Baby onesies don't really wrinkle. And even if they did, nobody cares if a baby's in a wrinkly onesie. Furthermore, I was probably going to change her four times before lunch. This doesn't need to be folded. I said it out loud and literally braced myself - for the laundry police? I don't know. There are rules to laundry. But for the first time, I stopped thinking about the way that laundry should be done and instead started thinking about how I could make laundry functional for me. And I looked down at the fleece pajamas and the underwear and the athletic shorts and the tank tops, and realized almost none of my clothes actually needed to be folded. And I haven't folded any of it since.

I moved all of my family's clothes into one closet off the laundry room, and now I just toss things into organized bins unfolded. My new motto is: Good enough is perfect. And everything worth doing is worth doing half-assed. You have to give yourself permission to do a little, to do it with shortcuts, to do it while breaking all of the rules. And replace that inner voice that says: I'm failing with one that says: I'm having a hard time right now. And people who are having a hard time deserve compassion. If it's too hard to shower today, grab the baby wipes. It may not be the normal way to do it, but you deserve to be clean. If it's too hard to cook dinner, get paper plates, heat up something frozen.

You'll go back to cooking and washing another day, but the day is not today. And in the meantime, you deserve to eat. If you're too depressed to do your dishes, get a two-gallon Ziploc bag and keep it in your bedroom. Because if you put a dirty plate into a two-gallon Ziploc bag and seal it, it will keep the bugs away. And it'll be there for you when you're ready to go back to the kitchen. Because you deserve a sanitary environment - even if you can't get out of bed. I could share with you hundreds of other genius solutions that people have come up with once they embrace the idea that care tasks are morally neutral. In my experience, people will exhibit mind-blowing creativity when they are only taught how to speak compassionately to themselves. So what if mental health

treatment started here? By shifting the idea of care tasks

as these external measurements of your worthiness to just being morally neutral tasks that you can customize to care for yourself. Because if it's true that regardless of what you struggle with, you are worthy of a functional space, what else might you be worthy of? Thank you.

How to fix the exhausted brain _ Brady Wilson _ TE Translator: Rhonda Jacobs Reviewer: Ellen Maloney I am definitely not the hero of this talk, but if I do my job properly, you will be. You will be the hero that goes on a journey today and discovers a gift that could change your world. First let me tell you a story that will give you context for everything I'm about to share with you. I was nine years old, and I was horror stricken as I watched my two older brothers, Perry and Mark, in a vicious fight. They were strangling each other on the floor. My nine-year-old brain actually believed that I was about to lose one or maybe both of my brothers. When it was all done, they vowed that they would never speak to each other again. And they didn't ... for several years.

So here's how it went down in my house. The phone would ring, and Perry would answer it, discover that it was for Mark; he would say to me, "Go tell your brother Paul wants to talk to him." I was drawn into the space between ... for years. Fast-forward - my brother Mark got into trouble. My dad kicked him out of the house, held the hard line, even though my mother's heart was breaking. She would secretly bake cinnamon buns, and come to me and say, "Would you take these to your brother, and tell him that I love him." I was drawn into the space between. That was 50 years ago. And I have lived in and have worked in the space between ever since. And what I want to do today is to help you understand the power of what can happen when we step into that space. In order to do that, I'm going to share

a true and remarkable story with you about Paula and her manager, Ziad, in which they go on a journey from depleted brains to very energized brains. So I'd like you to meet Paula. Paula started her job, like most of us do, wanting to be a high performer. She was highly engaged, wanted to contribute to the organization, but what happened in her company was there was a reorg, and leaders took their eye off the ball, leaving Paula without the support, the guidance, the coaching that she so desperately needed. And although Paula had started out engaged, she became exhausted. Although she had started out dedicated, her brain became depleted. And here's what we are seeing across North America: massive amounts of employees, managers and leaders who are engaged but exhausted; they're dedicated but depleted.

So it's very difficult to become our best selves when our brain is depleted. But why is that? Let's take a minute and peek inside this three-pound blob of tofu that nestles into your cranium and understand why that is. This brain of ours, it only comprises two percent of our body weight. But how

much energy does it burn every day? It is metabolically expensive. It burns 20 percent of our energy reserves every single day, far more than any other organ in our body. Heart, lungs, liver, they're all important but they can't come close to the energy draw that the brain does. So what happens if you are engaged but exhausted? If you are dedicated but depleted, you will lose access to one very important thing. And the first thing you lose access to is your executive function. So all the autonomic

functions of the brain that control your immune system, your digestive system, your fight-or-flight mechanism, they keep running, but the first thing you lose access to is the executive function. Because the body is very judicious in its use of fuel. So, the executive function - what is it? Well, let's take a look here. With an energized brain, you can focus your attention; you can regulate your emotions; you can connect the dots in surprising ways; you can anticipate the downstream implications of any decision or behavior; and you can make really smart decisions. But when your brain becomes depleted, and you lose access to the executive function, you get easily distracted; you can react very impulsively; you lose the thread; you fail to see

the downstream implications; and you make really unwise decisions. This is not a bad person, this is just a person with a depleted brain. So, this is where Ziad enters the story. In the reorg, he became Paula's new manager. And he sat down with her, and after hearing a few things from other leaders and other managers in which they said: When she's on her game, Paula is amazing; she's bright, and she can be highly productive, but she's begun to struggle with stress and sickness and absenteeism. And in fact, she became absent so often that leaders had seriously considered "freeing up her future." Ziad sat down with Paula and said, "I don't need to know what's happening in your personal life, that's not my business. But I do want you to know that I'm in your corner, that I've got your back.

So what can we do to take some stuff off your plate, to make this work for you?" Does the approach sound okay so far? It's not okay so far; it's actually a train wreck. My biggest work with leaders is helping them switch and shift from parenting ... to partnering. Ziad is taking a classic parenting approach, assuming that he knows best and trying to fix Paula's situation by taking stuff off her plate. And sometimes when people try to fix us, it actually creates more frustration and more depletion. Every time they had that type of a conversation, it was deeply unfulfilling as both of them walked away. It was in this time period that Ziad happened to come to one of my sessions around energizing people's brains. And he learned that it's not magic. In fact, it's not something

you're either born with or not, it's a trainable skill. Anyone can learn how to do it. And it's all about understanding what matters most and connecting on what matters most. Ziad learned that in any situation, there are things that matter most to us. So, for instance, in some situations, belonging,

inclusion, acceptance, feeling part of the tribe, social relationships, that is the thing that is deeply energizing for our brains. But there are other situations where we feel a little bit off balance and security is the thing. So, systems, structures, consistency, rules and fair play. But in other situations, it's all about freedom, it's all about autonomy and independence, the ability to get our fingerprints on things, take a risk and make decisions. But in other situations, it is all about significance,

the ability to do quality and excellent work, make progress, achieve great results, move the needle. And in some situations, it is all about meaning, purpose, legacy, the greater good, changing the world. And it's very important to understand and connect on what matters most to the person in the specific situation they are in. Ziad came into this and what mattered most to him in this situation was freedom. He needed to get free of hand-holding a problem employee. And so he assumed that freedom must be the thing that mattered most to Paula as well. So his approach was: How do we take stuff off your plate? How do we free up mind space for you because I know this is stressful for you? And as I said, what happened was it was deeply unfulfilling for both of them. What he learned was that for Paula,

significance was the deal. And here's how he learned that. You don't have to be a mind reader, you don't have to be a therapist, you don't have to be an expert coach to find out what matters to another person. In fact, the people who are best at it do one simple thing: they ask. What's most important to you in this situation? So Ziad came back from that training session, had a simple conversation with Paula, and said, "Paula, this has been difficult. I'm wondering if you and I could do a re-do of some of our conversations because I know they've been frustrating. I want to ask you one question: What matters most to you in this situation?" Her response was instant. She said, "I want to be seen as a high performer. I want to be seen as somebody who is highly productive.

But every time I meet with you, you take stuff off my plate, you take challenges away from me, you take learning opportunities away from me. I want more challenges at work." And Ziad is thinking: Who would have thought that somebody who is struggling with stress and sickness and absenteeism wants more challenge at work? And he didn't know if she could really step up and do it, but he thought, let's give it a go. And he started giving her challenge after challenge, and coming along side of her, and helping her out, and what happened was every time he did, she stepped up and she hit it out of the park. Well, when you start to understand what matters most, possibility very fluidly flows from that. And they started to see new ways of Paula adding value,

and stepping in, and being innovative. And when that starts to happen, it's very natural to move into partnering together for progress. So what was happening inside the brains of our two journeyers here? What was happening was there were some powerful, high performance hormones that were flowing. Thanks to the work of Dr. Loretta Breuning and the Mammal Institute, we know what

happens inside the minds of mammals when you put them in certain situations. So for instance, you see the mother and her cub. There is a powerful hormone that is richly flowing in this situation. Some of you know what it is. It's oxytocin. Not to be confused with ... Oxycontin. When you create connection between two mammals - and we're mammals so we can learn from this - connection releases oxytocin.

Well, who cares about oxytocin? Well, oxytocin, when it's present in our brain, it produces a sense of trust, rapport and bonding. Some of you are thinking, yeah, there are people in my world that I could use more trust with. Is there something you can do that creates connection and unlocks oxytocin inside the brain? There absolutely is. What does she see? Anybody, what does she see? You can tell by her body language. What is that? She sees food. She sees lunch. When a mammal senses possibility, dopamine is released in our brains. And when dopamine is released, something powerful happens: motivation, creativity, ingenuity, innovation, goal orientation. If you know somebody who is unmotivated, the first place their therapist will look is their dopamine levels. Is there something you can do

that's a benevolent brain hack that will release dopamine inside another person? Absolutely. Helping them see a glimmer of possibility, of potential, of opportunity. Mammals love to outdo each other. It guarantees the survival of our species. We feel intensely pleasurable when we make progress, when we have an achievement, when people value and respect us. Why do we feel so pleasurable? Because serotonin is flowing in our brain. And when serotonin flows in our brain, we feel invincible, it unlocks a sense of agency, belief, confidence, self-efficacy. Is there something you can do that can unlock that inside another person's brain? There absolutely is. Partnering with them for progress. Now, anybody can connect on what matters most. Anyone can help someone see possibility. Anyone can partner for progress.

Why don't we do it? The surprising reason we don't do it - it's not because we're bored in their presence; it's not because we're tethered to our devices; we are - but here's the big reason: You put yourself in others' shoes. And you're going: Aren't we supposed to do that? Let me tell you. When you put yourself in someone else's shoes with all of your assumptions, your judgments, your conclusions, your beliefs, here's how the narrative goes: "If I were in your shoes ... " and what comes out next is your autobiographical fix for their situation. This happened to me powerfully several years ago. My third child, Tyler, was finishing up university in the East coast. I was seated in my dining room and I got the phone call

that every parent dreads. Now, the story turns out well, but it was chilling in the moment. He began to describe the situation: "We're in the hospital, we're going to make it through, but it's been tough." And he described the vehicle - and I'll only keep this slide on for a moment - but the vehicle had

rolled several times. When it landed, it caught on fire. Four of them had been able to get out of the vehicle, but his best friend Holly had been stuck in the front seat and the door was jammed. She was able to extricate herself from the vehicle, they grabbed hold of her, and they got far enough away that when the vehicle blew up, none of them lost their lives. I sat there with unbelievable gratitude on that day that my son Tyler and his four friends had lived through this.

We all know it doesn't always happen that way. I better move it to the next slide. There's my son Tyler. The next night, I was out with a friend who knows Tyler very well. And I simply told him the story of what happened to Tyler. I said, "You wouldn't believe what happened to Tyler." I told him. No sooner had I finished, and he said, "Well, you won't believe what happened to me in Chicago last weekend!" I was slack-jawed, because I had put something out there that was so important to me, and it was summarily dismissed. And he told his story. Because I love my friend, and I want to invest in him, I phoned him up the next day, and said, "Could we go out for coffee?" We went out for coffee. I said, "Do you remember I told you the story about Tyler?" He said, "Oh, yeah."

I said, "Do you remember how you responded?" He said, "Not really." I said, "Well, here's what you said." He said, "Did I actually say that? I can't believe that." When I drilled down into what he was trying to achieve, what do you think it was? Because it wasn't one-upmanship. What it was, was: I want a sense of rapport and connection. I want to show you that I understand your Tyler story by sharing mine. He put himself in my shoes, and he heard enough to respond. That was Thanksgiving several years ago. Tyler came home that Christmas and you can imagine what that was like. After Christmas, I was out with another friend who knows Tyler well, and I had mentioned what had happened to Tyler. No sooner had I finished, and he said, "What was it like the first time you saw him again?" I said, "I was in my basement.

I heard him come through the front door. I came running up, I grabbed hold of Tyler, and I hugged him, and I hugged him; I didn't want to let go because it was the first time I saw him since the accident." My friend invested five seconds. "What was it like the first time you saw him again?" And what happened was another whole layer of what matters most came out of a father who almost lost his son. My energy level after the first conversation was through the floor. My energy level after the second conversation was through the roof. People rarely leave your presence neutral. They will leave your presence engaged or depleted.

How to get rid of loneliness and become happy _ OI Transcriber: Eunice Tan Reviewer: Tanya Cushman Loneliness can make you depressed. It can lead to early death, and it can make it more likely that you get Alzheimer's disease. I'm sure you would agree that this is so interesting - the fact that loneliness can physically harm you. The problem is that more and more people are lonely today. In fact, it's almost one in three. You'd think that with all of this social media, smartphones, and

FaceTiming that allow us to get in touch with one another instantly, that we'd feel more connected. But actually, the opposite is true. We're lonelier than ever, more depressed and anxious than ever, and people are turning to therapy and antidepressants to cope.

The reason that loneliness has such serious consequences is that the human being is a social animal, and if it's on its own for too long, it gets sick. Today, I'll be talking to you about how to get rid of loneliness and become happy. Now, you don't have to believe anything I say - just give it a try, and see if it works for you. So I'm a researcher at the University of Cambridge, studying anxiety and depression. And whenever I tell people what I do, many times, they point to themselves and say, "You've got a case study right here." It's almost a ritual now: I say what I do, and people tell me that either they have these conditions or they know someone who has them. And, many times, when you have anxiety and depression,

you feel lonely. It's hard enough dealing with, say, anxiety on its own, but it's even worse when you're alienated by other people because you can't talk to them because you feel alone. So they label you as rude, or they steer clear because they think you're weird. And so you become lonely. A little while ago, I was talking to one of my friends, and she was reflecting back on her university experience. When she started talking, you could feel the sadness in her voice when she said that she was always lonely and never felt like she fit in. She would ask herself, "What's wrong with me?" And I thought, you know, to have to ask yourself this question is so painful. But it's the question that many people who have anxiety or who are lonely ask themselves:

"What's wrong with me?" So to do something about it, I started researching loneliness. I became immersed. I wanted to find out how we can get rid of it and become happy because this is what we all want, isn't it? The number one thing that connects human beings together is that we all want to be happy and free from suffering. This is the number one human desire that makes you the same as your friends and also the same as the people you don't get along with. The ancient Buddhist monks used to say that happiness and suffering are all in the mind - they're not out there. So happiness is not out there, found through other people or objects. Rather, it's in here. So if happiness and suffering are in the mind, then it follows that the causes of happiness and suffering

are also in the mind. It turns out that if you want to stop being lonely, you have to change how you perceive the world. And this is where the difference lies between people who are lonely and those who aren't. People who are lonely - if something doesn't work out for them, they say it's their fault, and they ask themselves, "What's wrong with me?" But if you're not lonely, you don't attribute failure to yourself, and instead, you look at the approach that you took and think about other ways that you can reach your goal of, say, making friends. There's one quote that comes to mind. The difference between humans and mice is this. So if mice see something doesn't work out - you know, in those

little experiments when they're put through a maze -

if mice see something doesn't work out, they try something else. But humans will go back to doing the same thing they've always done and repeat their mistakes. So how can we stop repeating our mistakes, change, and become happy? These next two tips are key, and I will share them with you. The first strategy to get rid of loneliness is to start talking with as many people as you can. Now, I know you've heard advice like "Get out there and meet people, go to events, because this is how you get rid of loneliness." But let's be honest: such opportunities are limited because it's hard to go to places alone just to meet people. It's forced, not natural. How many times, though, do you go to the grocery store or a coffee shop?

Which is a much more realistic scenario because it's part of your weekly routine. And how many times have you been asked something - let's say, directions out on the street - and instead of just answering the question, you also initiated a small conversation or asked the person something about themselves like "Are you just visiting?" or "What city are you from?" Think about how different your day might be if you did that. This can also introduce you to new friends when you least expect it, and you begin to network with people everywhere you go. So start talking with as many people as possible and especially the ones that you normally wouldn't talk to, because these are often the ones that we come into contact with on an almost daily basis. These are people like the bus driver, the cashier,

the person preparing your sandwich at your local deli. If you do this, this will really make a difference. The second way to get rid of loneliness is to share about yourself. You might say you're doing everything you can. You're asking questions, which is good for establishing that initial connection, but it's still not working out and you're not creating the kinds of connections that you want to - the ones that are meaningful. That's because when people are lonely, they tend to disclose less about themselves when they talk to others. They reciprocate less. So if you want to take your interactions to a whole new level and create connections that are real with people, then you have to share about yourself and open up. Tell stories about yourself. Say what you like, what you think.

For example, if you're talking to somebody and they think social media is a great idea, but you think that, actually, it's doing more harm than good, it kind of - you feel a little bit down when you're looking at other people's pictures of their perfect holidays, the food that they're eating, and perfect jobs that they have - then say what you think. Believe it or not, when we take the risk to say exactly - to say what's really on our mind, that's when we create connections that are real and meaningful with people and people want to come back to us. Now, I'd like to go back to the story about my friend who was very lonely and would ask herself, "What's wrong with me?" She made it a point to talk to everyone everywhere and to open up.

She started talking with the person helping her out at the phone store. And when she was in a bookstore and someone asked her what the book she was reading was called, instead of just answering the question, she talked a little bit more. She said what she thought of the book, she recommended some other ones on that same topic, and she talked about how what she was reading tied into the work that she was doing. That day was the first day of their friendship. Who would have thought that just because she had made this small resolve to talk to everyone everywhere, that this would happen - that she would make a new friend when she least expected it? So I would encourage you all to give these strategies a try. Practice using them, and don't think about how much you're going to change

in one week or in one month. Just take it day by day. I'd like to leave you with a quote by Martin Luther King: "You don't have to see the whole staircase. Just take the first step." Thank you.

How to hack your brain for better focus _ Sasha Ha Transcriber: Gabriela Soares Reviewer: Raúl Higareda In 2020, I had a baby. Two days later...

Thank you. Two days later, COVID shut down the world, and I was as worried and as grocery-wiping as anyone. But truthfully, quarantine worked out pretty well for maternity leave. I was tethered to a very hungry little boy. Shockingly hungry. He ate all the time. Now, I already had one full time job: seeing patients as a psychiatrist. In that world, I would be hurriedly switching back and forth between medication, therapy, strategy, empathy, phone calls, admin, supervision. In my COVID mom life, I was a human milk farm bound to the couch.

So how did I pass my time?

Thank you so much for asking. I watched Love Island.

Each season more salacious than the last.

And for those of you who aren't familiar with this UK dating show, it's trash.

But it will eat up hours of your life because there is backbiting and twists and turns and British slang. And it's highly recommended.

I was obsessed. But then something weird happened. My Hulu stopped working, which is actually not even true. The account that I'd been mooching off of reset their password so I couldn't get in.

Okay. And I probably could have gotten my own, but that would have required focus. Focus and energy. So here I was,

six to eight hours of a day of nursing or pumping with no Love Island.

Okay. I was so addicted to the show that I didn't even know where to start replacing that kind of dopamine hit. So I didn't. I just sat there for hours and I didn't do anything in particular. I just remember being profoundly and existentially bored. And that continued for days until something weirder happened. My brain, which had been reduced to absolute oatmeal throughout this time, seemed to reset. I started thinking about creative ways to spend my time. I started brainstorming how to get more people better access to good, sound information on mental health care. I started to research, imagine, then create educational content around that.

I put some of those videos online and before I knew it, I had over a million followers across platforms. Because of those videos, I was offered a book deal. I was able to develop an ADHD management app. I was asked by the vice president and the surgeon general to speak about burnout. And all of those things happened because my Hulu stopped working.

All of those things happened because I was stuck to the couch with a dull routine. All of that happened because I was bored. Now, most of my content and educational research is about ADHD. I have it and I treat it. So I spent a lot of my time focusing on focus. And I started to wonder, why was there such a seismic shift in my focus? And I'll tell you, it's because I allowed myself to be bored.

The true secret to dialing in is being able to space out. Your brain is a very busy place. Parts of it are working even when you think they aren't. And you probably heard that myth that you only use 10% of your brain. That's not true. You actually use all of it. Even when you're sleeping, your brain is always active. So when you're awake, alert, focused on a task, you're being ripped in a million different directions by distractions. And that's not even an ADHD-specific thing. That's a human-in-this-modern-world thing. So when you attempt to multitask, you're not actually doing more than one activity at a time. Instead, you're rapidly shifting your focus from one thing to another, using up oxygenated glucose in the brain, which is exactly the fuel you need when you're trying to focus. So here you are,

burning through your resources, and it's even harder to stay on task for a prolonged period of time. So you jump from task to task even more, and you use up more glucose, and you keep jumping, and it goes on and on, and you get stuck on this vicious cycle of brain fatigue. And it's exhausting. So how do we exit that loop? When you allow your brain to quiet down, you activate lesser-known neural pathways called the default mode network. And I would describe that neurologically, but it's a

relatively recent concept. There's not a complete consensus on all the brain regions included in the definition of it. But what we do know is that these are the areas of the brain that are active when your brain is at wakeful rest, like daydreaming. So when you're spacing out in the shower, when you're sitting in the car on a long, boring drive,

when you're fused to a breast pump, that's when your default mode engages. When your brain has nothing better to do, you dip into these emotional and memory centers of the brain. And the result is that you get to access forgotten memories, tap into repressed emotions, and problem-solve with tools not usually accessible in your toolbox. And this concept is especially important to those of us who have focus issues at baseline. In the neurotypical brain, the default mode network, and the task-positive or executive network are reciprocal. As one works more, the other slows down. For people who have focus issues, the default mode remains active while the executive network is trying to get stuff done, which explains why it's so hard to stay on task. In order to reclaim our fragmented focus from an increasingly distracted world, we need to be able to tap into

the default mode network because there's magic in there. So how do we do that? There's a ton of research out there showing how to suppress the default mode network. There's a lot of solid data showing how mindfulness, meditation, and exercise diminish the default mode network. Mindfulness, meditation, and exercise influence the way we process thoughts. And it does it by diminishing the default mode network. You're probably thinking, why are we diminishing it? Don't we want to use the default mode network? Yes. But mindfulness, meditation, and exercise serve to clean up both of our networks, reorganizing the mind. So when we're focusing, we're focusing. And when we're not, we're not. And this is really important to those of us who have both networks firing at the same time. But I'm not here to talk about meditation,

and I'm not here to talk about exercise. Instead, I'm here to encourage you to exercise mindlessness as a way to unlock your most creative, most productive self by activating the default mode network. Okay, so Einstein... Einstein was a daydreamer. He recommended it. He actively participated in it. Why? Because when the default mode network is active, creativity and problem-solving are optimized. When the default mode network is actively firing, you naturally demote your executive network. Give it some time off between tasks. This is when creativity flourishes. So when you return to problem-solving, you've actually reset your executive network. And sometimes even given it new ideas to sort through and select from.

And I get it, not a lot of people encourage daydreaming. Usually when we're in it, we try to snap out of it because we're busy. But clearly there's value in it. Our brains are literally trying to reset. So how do we purposefully be mindless? It seems like a paradox, right? We can trigger these mind-wandering breaks with a concept that I call brain babbling. Brain babbling is the expression of

the contents of your consciousness without censorship as a means of activating and stimulating your unconscious. So the next time you feel stuck, I want you to try this. Look around you and grab hold of something you see. Im going to give you an example. Ill give you a phone-related example because Im always around my phone. So, phone... Im going to start with the word cell. Cell. Genetics. DNA. Evolution. Caveman.

Cave painting. Handprint. Fingerprint. Criminal. Smooth criminal. Michael Jackson. Moon -- Moonwalk.

Moon -- Can you guys imagine if I had fallen there? I would have had to explain to everybody that I fell while attempting to moonwalk during a Ted talk.

Moonwalk. You can see how far weve come from cell to moonwalk. Ill give you another example. Maybe lets do phone this time. Phone. Alexander Graham Bell. Graham cracker. Smores. Campfire. Smokey the Bear. Yellowstone Park. Geysers. Steam. Steamy Romance. Love Island.

Because thats just been imprinted in my brain now.

The point is, you can start from anywhere. You could pick anything you want and you just let your associations run free. We dont have to stop at a chain of words. If a memory comes up, let it play. Its this imaginative fluidity thats key. Because when you return to whatever it is you were doing before, youre likely going to be more focused. Because you have indulged that default mode network and restored your executive network. Our brains need these breaks. Its what moves the needle from surviving to thriving. We evolved as creatures with complex minds, alert to danger, constantly predicting and solving problems. But we used to get bored also. And now we've developed this civilization that seems designed to prevent boredom at all costs. Endless distraction available 24-7. But what is that doing to us?

The key idea here is finding a way to utilize mindlessness as a way of becoming more mindful. And I dont want you to be mindless all the time. Nobody wants that. We dont want to be spacing out all the time. We just want to be able to focus when we want to focus. And we do that by using the default mode network. And remember, I got interested in this because of the profound effect that being mindless had on me. So many new ideas began to bubble up once I didnt have Adam and Zaras love affair to distract me. I think the trick for me, and for all of us, is to find space in our schedules to indulge the default mode network as a way to get our whole brain to work better. Mindlessness allows us to travel to the past, the present, the future, untethered to what we have to do,

and connects us simply to being. Doing nothing is actually doing something, and its probably doing something more than what you think, because this is generally when we find those breakthrough moments that feel like strokes of genius. Because if we can access those parts of the brain, we have a unique opportunity to connect the two parts of ourselves. The focus task-performing part that helps us achieve, solve problems, make a living. And the daydreamy, spacey part that restores us, makes us feel alive. When those two parts are really in sync, thats a beautiful couple, I think they might just win this thing.

Thank you.

How to know your life purpose in 5 minutes _ Adam Transcriber: Yulia Kallistratova Reviewer: Denise RQ On the last evening of my 25th college reunion, there was a party in a tent with dancing, and music, and noise. So much noise that a lot of us started to drift out of the tent so we could hear each other talk and catch up with classmates that we had not seen in more than 2 decades. As I talked with my friends I made an astounding discovery: 80% of them were unhappy with their lives. "I feel as though I've wasted my life, and I'm half way through it," they said. "I don't know what my life is all about." I was privileged to go to Yale, and we were standing on a summer evening in the middle of Yale's old campus, and the people that I was speaking with were privileged, and highly educated, and financially well off, and in positions of power.

And they had the first house, and the second house, and they had the first spouse, and the second spouse.

And 80% of them were unhappy with their lives. Who was happy, the 20%? Well, we had studied literature and Renaissance rhetoric, and we were the theater people, and the history geeks. We had studied classes for the joy of learning, not because we thought they were going to put direct us to a specific job. We still got jobs, we were living our lives expansively, with life's ups and downs, and we did not feel that we had wasted a single minute. And as I spoke with the 20%, the happier 20%, I discovered that each of them knew something about their life purpose because they knew five things: who they were, what they did,

who they did it for, what those people wanted or needed, and what they got out of it, how they changed as a result. Does that sound hard? It's not, it's actually really simple. In fact it's so simple, that you can learn your life purpose now. You're going to know your life purpose now, in the next five minutes. Would you like to know your life purpose in the next five minutes? Yes. Can you be a little bit louder? Because they are making a lot of noise in the tent, and there is just a silly little microphone next to my cheek to hear you. Would you like to know your life purpose in the next five minutes? Yes! Thank you. Actually, it's not even going to take five minutes. So, can I share

something else with you? If you're like a lot of us, you have wondered and worried about your life purpose for a long time,

and there are books, and magazines, and workshops, and seminars about it. In fact, Amazon lists 151,928 books that refer to how you can learn your life purpose.

Well, I know some people who have spent their entire lives trying to learn their life purpose. Look, we can all agree that the unexamined life is not worth living, but if all you're doing is examining, you're not living.

So, let's figure out the life purpose right now together: who you are, what you do, who you do it for, what those people want and need, and how they change as a result. Shall we do it? Yes. All right. Everybody, on the count of five, shout out your first name. One, two, three, four, five:

Fabulous. That was the first one, only four to go. That's who you are. Now, what do you do? What do you love to do? Do you love to write, cook, design, create iOS apps, write code, crunch numbers, talk, teach? What do you love to do? And if there is a lot of things that come up for you focus it down by asking yourselves this one question: what is the one thing that right now you feel supremely qualified to teach other people? Think about that in one word. Hold it. Don't release it yet. On the count of five. What do you do? One, two, three, four, five:

Great. That's what you do. Now, think about who you do it for, picture them in your mind, be ready to say it on the count of five. Hold it, don't release it yet.

One, two, three, four, five:

OK, who do you do it for, let's see it one more time. A little bit louder, please, over the people in the tent. Who do you do it for? Together:

Thank you. That is the spirit that we need. OK, now. What do all those people want or need? What do they want or need that you have, that they've come to you so you can give them this thing. What do they want or need? In just one or two words. Hold it, don't release it yet. And on the count of five: one, two, three, four, five...

Fantastic. Now, this is the best one. How do they change? How do they change or transform as a result of what you give them? On the count of five, how do they change or transform as a result of what you give them?

One, two, three, four, five:

Terrific. Now we're going to put this all together kind of in a sentence, OK? Everyone together, louder than the people in the tent: who are you?

What do you do?

Who do you do it for?

What do they want or need?

How do they change as a result?

Fantastic. You have all just done something that people who went to Yale could not figure out for 25 years. Congratulations. Give yourselves a hand. Now, why is that formulation so powerful? Because of all of those five things that you need to know to know what your life purpose is, only two are about yourself.

The other three of them are about other people: who they are, what they want or need, and how they change as a result. That formulation forces you to be outward facing. And all the happier people that I met outside the tent on that warm New Haven night they were outward facing, they were not inward facing. They knew very clearly whom they served, what those people needed, and how those people changed as a result. And you may have intuited this already that the most successful people in any field always focus most on the people that they serve than on how they are served themselves. Happier people make it a point to make other people happy, and do things that make them feel well taken care of and secure. If you make other people happy, life teaches us, we will be taken care of, too. So since you all did so well, we have time

for just a little bit of extra credit.

One of the most difficult things that happens when you meet people for the first time is they ask you this question, "So, what do you do?" And, if you're like some of us, that's a really challenging question sometimes. Particularly, if you're in these moments where you're between things, or you're feeling vulnerable, or it isn't defined. Or, what you seem to do isn't what you really do, or what you paid to do isn't how you define yourself. So, when people ask you this question, "So, what do you do?" and also, you've got this mental monologue going on, "Why is he asking me? So, what do I do? Is it because..." It's that transactional thing where it's like: "He wants to know if he should really

spend time talking to me?"

Or, it's that other thing, so he can tell me what he does because he's sure it's, "Oh, really, so much better than what I do?"

Right? So, when somebody asks you that question, here's what you do: you just say the very last thing you called out, how what you do changes the people you do it for. So, for example, you might say, "I give kids awesome dreams." If your life purpose is: "I write books for children, so they can fall asleep at night, so they can have awesome dreams." Or you might say: "I help people look and feel their best," if your life purpose is: "I design apparel for men and women who need affordable choices, so they can look and feel their best." Or you might say: "I help people

get great work into the world," if your life purpose is: "I train entrepreneurs and creative people to take decisive actions, so they can get their greatest work into the world." And then, that little snippet that you just said becomes your personal elevator pitch. And it will always start a conversation because the person that you were just talking to has to ask you a question, "How do you give kids great dreams?" "How do you help people look and feel their best?" "Can people really get their greatest work into the world?" And then you get to tell them, and you get to share your life purpose. And you get to share how they may come to learn theirs, too.

How to look after your mental health every day _ S Transcriber: Iker Dorribo Reviewer: Xusto Rodriguez

I have to be fine! But youre not fine, youre waking up at 3 a.m. with your mind racing and youre feeling stressed Yeah, but I cant NOT be fine because nows just not a good time to take a break and I have to look after other people. Ill deal with this later if it becomes a real problem. Sound familiar? Sound like someone you know? Heres the thing: you dont need to wait for something to go wrong. Youre allowed to take care of your mental health. Right. Now. It doesnt have to be a big overwhelming task like immediately facing your worst fear. You can do small things often,

small things to be kind to yourself, that are meaningful to you Small things that become a part of your daily routine. Just like we brush out teeth every day. A colleague once said to me: Imagine what it would feel like if you didnt brush your teeth for a whole month, or a whole year. And yet, this is how we treat our mental health. What we as mental health professionals see is that by the time people acknowledge that things are hard, its probably been hard for a long time. And by the time they get the support that they need, it could be weeks, months or even years since they first asked for help. So why do we go for months and years without paying the same kind of daily attention to our mental health as we do to our dental health? How many times have you felt upset or anxious for

multiple days in a row and just told yourself to get over it? So today I'm going to attempt to share my understanding of an issue that is complex, and sensitive, and nuanced, based on how my understanding of mental health and well-being has evolved through my clinical training, through learning from First Nations perspectives on well-being, through working with refugee communities and research, and through working as an eating disorders clinician. I know this might sound like a super random assortment of jobs, but turns out it's not. There is a common thread, and here it is: people from different cultural backgrounds have different perspectives on mental health. So what it means to pay daily attention to your mental health will be different, based on your background, your culture and your life experiences. So if different people have different perspectives then why do we expect everyone to fit into one single paradigm, like the Western medical model of mental health?

Because if that's not already in line with your culture and your values then it's not going to be very helpful, might even be harmful. I was born and grew up mostly in Kenya I lived in Uganda and Jordan before moving here to Bolu, on Whadjuk Noongar Boodja, or Perth, Western Australia. While growing up, I was exposed to so many different ways of living and so many different ways of thinking about things like food, and language, and history and music. The norm for me was that everyone around me was different, so I never really had to think too much about me or myself or my own life experience, and how that influenced how I make sense of the world. This is called privilege. And then we moved here to Perth. So I was new in year 11, and turns out no matter where you are in the world, a nerd is a nerd.

Anyway, I didn't expect people to be too interested in my life, but if

I did get questions I thought they'd be like Oh, you know, what's Kenya like? or What's Jordan like?. Because in my mind, these are really cool, interesting places. Instead, here's what I got: How can you be Indian AND Kenyan? Did you come here on a boat? You know, your English is actually quite good. Wait, why do you sound Australian? You didn't grow up here. So all of these are just different ways of asking the same question: Why don't you fit my expectation of what you should be based on the stereotype I have of you in my head?. Now, I'm sure we can all relate to experiencing this on some level, and we've all probably done this to someone without realizing. Anyway, I was confused, because I thought my reality was the objective reality. But those questions showed me that our perceptions of reality can be very different, and that's because we make sense of the world through our own life experience. Right?

And our life experience gives us a kind of lens through which we see the world. So I was looking at my life through one lens and they were looking at my life through a different lens. And apparently every lens has its blind spots. So then I wondered: What are my blind spots?. Which led to an even

more uncomfortable question: What even am I? Suddenly I'm forced to think about me and myself based on this jarring difference between how I perceive my life and how others perceive my life. So how did I deal with it? Well, I was sixteen, so I didn't. It was too hard. When you're sixteen, the most important thing in the world is to feel like you fit in. I was too busy trying to figure out how things worked here. So I spent a lot of time being very confused.

Uhh, and maybe that's why I went to uni for like a thousand years and did a PhD, and I travelled, and I was trying to be enlightened and know stuff, and I became a psychologist, so I can understand how and why people think and act, and a researcher, to be an objective observer of the world. Here's the problem: we can't be objective observers of the world because we can't separate ourselves from our life experience, our culture, our background and our values. These are the things that form the lens through which we see the world. So why is it important to acknowledge that we have a lens? There's a well-known story about some fish. So there's two little fish swimming around and a big fish swims up to them and says: Hey, I've been swimming for weeks. What's the water like here in the Indian Ocean?. And the two little fish look at each other and say: What's water?.

So when we don't acknowledge that we have a lens we can be dismissive of other people's points of view about themselves and their own experiences. And when it comes to mental health, it's all about someone's own point of view about their own experience. And just as a side note, not dismissing people makes us generally more fun to be around. So acknowledging that we have a lens is an implicit way of saying: I don't know everything. Actually, there's a lot that I don't know. And me knowing something doesn't translate to others knowing. This can be really uncomfortable at first. But then it becomes liberating, because you removed that unrealistic expectation of yourself to know and understand everything, and move into a place of wondering rather than knowing. Anyway, Cool story, you might say, but how is this relevant to me? All of this applies to how we think about our own mental health.

So if different people from different backgrounds have different perspectives, then even how we all experience pain and distress can be different. Some people might worry and ruminate, some people might feel physical pain. So what we need to heal can be different. For example, First Nations people might spend time on country to heal. People with Indian backgrounds might do some form of meditation to heal. People with Western backgrounds might do talking therapy to heal. I'm not saying there isn't any overlap, but there are different perspectives, and understanding your perspective can make all the difference in figuring out meaningful ways to look after your mental health. Things can get tricky if you belong to more than one culture. Maybe there's one at home and one outside of home. This can be stressful and confusing. At the same time, you can probably see the world through more than one lens,

and thats a really useful skill to have. So because of my background, I like to do a little bit of everything. I go to art class for fun, I like to stand up paddle board. I feel grounded when Im in nature. I like to meditate, and as all my friends know, I love to talk about my feelings. So lets try this: first ask yourself: What is my lens? How has my life experience, my culture and my background influenced how I make sense of the world?. Now, this involves looking inwards, which can be scary, and if its too scary then ask for help. Now, when you think about what it means to be kind to yourself, what comes up? Spending time with family and friends? Connecting with your culture? Getting enough sleep? Having a good balance between working hard and relaxing? Could it mean giving yourself permission to be human, and to make mistakes, and to

learn from them? Because we cant know everything. Could it mean living in a way that aligns with what you value? Or looking after yourself in a meaningful way through your lens, brushing your teeth every day in a way that makes sense to you? Now, of course we can take the best care of ourselves and still get cavities. or fall over and break a tooth, or someone else can hurt us. But the point is, if we can figure out meaningful ways to look after our mental health, then even when we face difficulties, we have this toolkit ready to access to help us heal. This toolkit can include asking for help from trusted people, and it can evolve as we grow and experience more things. I wonder what I would have done differently if I was aware of the lens that told me that it wasnt okay to take time off work. I think I would have

made different choices. I think I would have been kinder to myself. So while we as mental health professionals work on fixing the system so that it is more responsive to the needs of young people, families and communities, and while we as a society fight the stigma around mental health issues by educating ourselves, I invite you today to start thinking about looking after your mental health, in a meaningful way based on your culture, your background, your life experience and your values. So Ill leave you today with one question and one suggestion. The question. Look at the person sitting next to you. How might your lens be different to theirs? And the suggestion: be kind to yourself every day in at least one way that makes sense to you. Because we dont need to wait for something to go wrong before looking after our mental health.

Thank you.

How to make stress your friend _ Kelly McGonigal _ I have a confession to make. But first, I want you to make a little confession to me. In the past year, I want you to just raise your hand if you've experienced relatively little stress. Anyone? How about a moderate amount of stress? Who has experienced a lot of stress? Yeah. Me too. But that is not my confession. My confession is this: I am a health psychologist, and my mission is to help people be happier and healthier. But I fear that something I've been teaching for the last 10 years is doing more harm than good, and it has to do

with stress. For years I've been telling people, stress makes you sick. It increases the risk of everything from the common cold

to cardiovascular disease. Basically, I've turned stress into the enemy. But I have changed my mind about stress, and today, I want to change yours. Let me start with the study that made me rethink my whole approach to stress. This study tracked 30,000 adults in the United States for eight years, and they started by asking people, "How much stress have you experienced in the last year?" They also asked, "Do you believe that stress is harmful for your health?" And then they used public death records to find out who died.

Okay. Some bad news first. People who experienced a lot of stress in the previous year had a 43 percent increased risk of dying. But that was only true for the people who also believed that stress is harmful for your health.

People who experienced a lot of stress but did not view stress as harmful were no more likely to die. In fact, they had the lowest risk of dying of anyone in the study, including people who had relatively little stress. Now the researchers estimated that over the eight years they were tracking deaths, 182,000 Americans died prematurely, not from stress, but from the belief that stress is bad for you.

That is over 20,000 deaths a year. Now, if that estimate is correct, that would make believing stress is bad for you the 15th largest cause of death in the United States last year, killing more people than skin cancer, HIV/AIDS and homicide.

You can see why this study freaked me out. Here I've been spending

so much energy telling people stress is bad for your health. So this study got me wondering: Can changing how you think about stress make you healthier? And here the science says yes. When you change your mind about stress, you can change your body's response to stress. Now to explain how this works, I want you all to pretend that you are participants in a study designed to stress you out. It's called the social stress test. You come into the laboratory, and you're told you have to give a five-minute impromptu speech on your personal weaknesses to a panel of expert evaluators sitting right in front of you, and to make sure you feel the pressure, there are bright lights and a camera in your face, kind of like this.

And the evaluators have been trained to give you discouraging,

non-verbal feedback, like this.

Now that you're sufficiently demoralized, time for part two: a math test. And unbeknownst to you, the experimenter has been trained to harass you during it. Now we're going to all do this together. It's going to be fun. For me. Okay.

I want you all to count backwards from 996 in increments of seven. You're going to do this out loud, as fast as you can, starting with 996. Go!

Go faster. Faster please. You're going too slow.

Stop. Stop, stop, stop. That guy made a mistake. We are going to have to start

all over again.

You're not very good at this, are you? Okay, so you get the idea. If you were actually in this study, you'd probably be a little stressed out. Your heart might be pounding, you might be breathing faster, maybe breaking out into a sweat. And normally, we interpret these physical changes as anxiety or signs that we aren't coping very well with the pressure. But what if you viewed them instead as signs that your body was energized, was preparing you to meet this challenge? Now that is exactly what participants were told in a study conducted at Harvard University. Before they went through the social stress test, they were taught to rethink their stress response as helpful. That pounding heart is preparing you for action. If you're breathing faster,

it's no problem. It's getting more oxygen to your brain. And participants who learned to view the stress response as helpful for their performance, well, they were less stressed out, less anxious, more confident, but the most fascinating finding to me was how their physical stress response changed. Now, in a typical stress response, your heart rate goes up, and your blood vessels constrict like this. And this is one of the reasons that chronic stress is sometimes associated with cardiovascular disease. It's not really healthy to be in this state all the time. But in the study, when participants viewed their stress response as helpful, their blood vessels stayed relaxed like this. Their heart was still pounding, but this is a much healthier

cardiovascular profile. It actually looks a lot like what happens in moments of joy and courage. Over a lifetime of stressful experiences, this one biological change could be the difference between a stress-induced heart attack at age 50 and living well into your 90s. And this is really what the new science of stress reveals, that how you think about stress matters. So my goal as a health psychologist has changed. I no longer want to get rid of your stress. I want to make you better at stress. And we just did a little intervention. If you raised your hand and said you'd had a lot of stress in the last year, we could have saved your life, because hopefully the next time your heart is

pounding from stress, you're going to remember this talk and you're going to think to yourself, this is my body helping me

rise to this challenge. And when you view stress in that way, your body believes you, and your stress response becomes healthier. Now I said I have over a decade of demonizing stress to redeem myself from, so we are going to do one more intervention. I want to tell you about one of the most under-appreciated aspects of the stress response, and the idea is this: Stress makes you social. To understand this side of stress, we need to talk about a hormone, oxytocin, and I know oxytocin has already gotten as much hype as a hormone can get. It even has its own cute nickname, the cuddle hormone, because it's released when you hug someone. But this is a very small part of what oxytocin is involved in. Oxytocin is a neuro-hormone. It fine-tunes

your brain's social instincts. It primes you to do things that strengthen close relationships. Oxytocin makes you crave physical contact with your friends and family. It enhances your empathy. It even makes you more willing to help and support the people you care about. Some people have even suggested we should snort oxytocin... to become more compassionate and caring. But here's what most people don't understand about oxytocin. It's a stress hormone. Your pituitary gland pumps this stuff out as part of the stress response. It's as much a part of your stress response as the adrenaline that makes your heart pound. And when oxytocin is released in the stress response, it is motivating you to seek support. Your biological stress response is nudging you to tell someone how you feel,

instead of bottling it up. Your stress response wants to make sure you notice when someone else in your life is struggling so that you can support each other. When life is difficult, your stress response wants you to be surrounded by people who care about you. Okay, so how is knowing this side of stress going to make you healthier? Well, oxytocin doesn't only act on your brain. It also acts on your body, and one of its main roles in your body is to protect your cardiovascular system from the effects of stress. It's a natural anti-inflammatory. It also helps your blood vessels stay relaxed during stress. But my favorite effect on the body is actually on the heart. Your heart has receptors for this hormone, and oxytocin helps heart cells regenerate and heal from any stress-induced damage. This stress hormone

strengthens your heart. And the cool thing is that all of these physical benefits of oxytocin are enhanced by social contact and social support. So when you reach out to others under stress, either to seek support or to help someone else, you release more of this hormone, your stress response becomes healthier, and you actually recover faster from stress. I find this amazing, that your stress response has a built-in mechanism for stress resilience, and that mechanism is human connection. I want to finish by telling you about one more study. And listen up, because this study could also save a life. This study tracked about 1,000 adults in the United States, and they ranged in age from 34 to

93, and they started the study by asking, "How much stress have you

experienced in the last year?" They also asked, "How much time have you spent helping out friends, neighbors, people in your community?" And then they used public records for the next five years to find out who died. Okay, so the bad news first: For every major stressful life experience, like financial difficulties or family crisis, that increased the risk of dying by 30 percent. But -- and I hope you are expecting a "but" by now -- but that wasn't true for everyone. People who spent time caring for others showed absolutely no stress-related increase in dying. Zero. Caring created resilience. And so we see once again that the harmful effects of stress on your health are not inevitable. How you think and how you act

can transform your experience of stress. When you choose to view your stress response as helpful, you create the biology of courage. And when you choose to connect with others under stress, you can create resilience. Now I wouldn't necessarily ask for more stressful experiences in my life, but this science has given me a whole new appreciation for stress. Stress gives us access to our hearts. The compassionate heart that finds joy and meaning in connecting with others, and yes, your pounding physical heart, working so hard to give you strength and energy. And when you choose to view stress in this way, you're not just getting better at stress, you're actually making a pretty profound statement. You're saying that you can trust yourself to handle life's challenges. And you're remembering that you don't have to face them alone.

Thank you.

Chris Anderson: This is kind of amazing, what you're telling us. It seems amazing to me that a belief about stress can make so much difference to someone's life expectancy. How would that extend to advice, like, if someone is making a lifestyle choice between, say, a stressful job and a non-stressful job, does it matter which way they go? It's equally wise to go for the stressful job so long as you believe that you can handle it, in some sense? KM: Yeah, and one thing we know for certain is that chasing meaning is better for your health than trying to avoid discomfort. And so I would say that's really the best way to make decisions, is go after what it is that creates meaning in your life

and then trust yourself to handle the stress that follows. CA: Thank you so much, Kelly. It's pretty cool.

How to manage your mental health _ Leon Taylor _ T

so my mum and dad still refer to me to this day is a bit of a pain in the backside and probably from cabeza how many parents have we got in here give me a quick wave are loads of you ok what I was

a hyperactive child I drove my parents up the wall with my endless amounts of energy I wouldn't sleep I needed constant attention and no matter what my parents seemed to do I wouldn't rest a few of you not doing sorry about that my parents had no idea what to do with me so they took me to the family doctor to see if there's anything that he could do now I'm not sure what available labels there were back then but the family doctor labeled me as a problem child and he said to my mum daddy he can't cope with Leon I can always take him off you and sedate him and that he proceeded to share with him some other drug related interventions that they might want to consider and for

whatever reason my mum and dad bulked at this they decided that they would find another way so they gave me away to other people to look after mum and dad's friends and family but that didn't work because everyone got very busy and they were left my mom and dad were left with their problem child at the end of their tether you know there's a picture of my mum and dad on their wedding day they look young healthy vital and there's a picture of the three of us less than two years later and they look at how they've aged 25 years so my parents decided to fight fire with fire and they decided to attempt to tire me out and that's where my life of activity started way before I can even remember I was swimming from day dot I went to mother and baby gymnastics before I was 1 year old that turned into tumble tots and I was taking part in any physical activity that was going and every sport that I was able to do at the age that I was at and magical things started to happen I became easier to manage and I'm glad

my parents went down the physical activity route because my dreams of going to the Olympic Games started when I was six years old I watched the Olympic Games on the TV in nineteen eighty-four and I told my dad then that I wanted to go to the Olympic Games I used to get the Guinness Book of World Records at Christmas and I would write down in my best handwriting my time next to the world-record holder to see how many minutes I needed to take off and I'm glad my parents went down this route because when I was 9 or just before I was 9 I started diving and that was one of the many sports that I tried but actually within a short space of time it was clear to me the diving was the sport for me ultimately I followed my limpid Reims in the sport diving competing at 3 Olympic Games and even winning an Olympic medal in 2004 and none of that would have been possible if my mum and dad hasn't chosen physical movement as my medicine so it's widely known the negative effects of inactivity on someone's physical health and the

associated risk of disease but what's really concerning me is the link between inactivity and someone's mental health now can I just check with you here today in London just by a show of hands how many of you know someone close to you who has suffered always suffering with in some way their mental health just give me a quick indicate Wow pretty much every hand went up this is a huge issue today you know in a recent index of over 300 diseases mental health problems were the largest cause of the overall disease burden worldwide here in the UK 2016 official survey showed

that nearly 20 percent of those 16 and over are suffering with symptoms of either depression and/or anxiety and there's a huge percentage of the population who don't necessarily have a diagnosable mental health problem but who are suffering with their mental health it seems that stress and overwhelm are so commonplace in today's society and although stress in itself is not a mental health issue it's often the starting point for many could you

imagine what our world would be like if we had very few mental health issues what would it be like if we could drastically reduce the number of people who are suffering well I believe we can I think there's something that we can do even more of and is simple I'd like to argue that we spend too much time stuck in our heads and not enough time in our bodies thinking isn't necessarily the solution to our problems thinking is often the cause especially when we get stuck in a pattern of over thinking over thinking leads to psychological stress and according to the World Health Organization stress is a global health epidemic so what can we do we can move more we can physically move because you know physically moving changes absolutely everything and when I say everything I mean our experience of the world and what else is there fascinating things happen biochemically in the brain when we move the first thing that happens when we begin to move physically the human nervous system recognizes this as a moment of stress and in order is it

thinks you're about to fight or flee from an enemy and in order to protect you your brain releases a chemical a protein called brain-derived neurotrophic factor fancy name BDNF for short BDNF prepares the brain protects the brain and it also plays a key role in creating new neurons specifically in the hippocampus area of the brain alongside this another chemical is released one that you may be more familiar with endorphins endorphins are often attributed to the high that we feel after moving physically but their role is to dumb down any risk but that we might encounter from fighting or fleeing from that enemy so essentially it's the chemical mix of BDNF and endorphin which explain why things are often clearer and we feel more at ease after moving physically but how does this show up in the real world how do we experience this well moving physically in the short term immediately changes our state Thanks immediately changes our state it boosts our mood and it releases the buildup of stress in our

human nervous system and over the long-term consistent physical movement changes the structure of our brain it boosts self-esteem and decreases the biological reaction to psychological stress psychological stress is clearly the enemy to our mental health and it's physical movement that is our best weapon to respond this isn't new Cicero who was around over 2,000 years ago arguably one of Rome's greatest orators said this it is exercise alone that supports the spirits and keeps the mind in vigor and he was right and it seems more applicable now than ever there's a whole body of research showing that movement is an effective intervention on more serious mental health issues in 2013 there was a study into depression that showed that meditative movement in this case it was yoga chi

gong and tai chi were effective in reducing symptoms of depression in all participants in that particular study a few years later a separate study showed that regular yoga practice as an intervention and it must be regular was

effective in reducing the symptoms severity of post-traumatic stress disorder PTSD even in some cases so much so that PTSD diagnosis was no longer valid a different type of movement intervention was used to combat anxiety disorders it was shown that aerobic exercise actually was a fantastic intervention in to those who suffering those with anxiety when they experienced a physiological change that they are fearful of for example an increased heart rate when it's through aerobic exercise it helped make the fight flight response their stress system less reactive and therefore building a resilience and a tolerance to such symptoms resulting in infrequent less frequent less intense anxiety episodes and finally Fritz and O'Connor in 2016 showed that 20 minute bouts of medium intensity exercise successfully reduced symptoms of those with attention deficit hyperactivity disorder ADHD and that's certainly reflective of our movement was used as an intervention when I was younger so what would happen

if we reclaimed our mental health by moving more well there's two actions that you can all take the first one is when you find yourself in a context where you're stressed whatever that is maybe you're hunched over the laptop maybe it's a completely different context when you're stressed you're poisoning your body there's chemical changes taking place cortisol is going through the roof Adrenaline's going through the roof and if you don't change that then you're poisoning your body the thing that you do is get up and go for a walk if that is available to you if you're physically not capable of that even just changing your posture and the rhythm of your breath is enough to change the chemicals in the brain and move you from stress more towards wellness the most important thing here is we disrupt this constant pattern we disrupt the buildup of stress and do this as often as you can and the second long-term solution is a challenge I challenge you to find your

movement your physical movements poor activity doesn't matter what it is but there's something very important at play here and I learnt this the hard way so clearly diving was my movement and you'd think that someone like me who's to train for seven hours a day six days a week would be one of the most mentally well people around because of all of that movement but that wasn't the case in my experience the Olympic Games in Sydney in 2000 ended up fourth and I knew that he couldn't get any closer to my dreams that next year things started to go south I had a reconstructive shoulder surgery on my right shoulder at seven months of painstaking rehabilitation then I made it back to fitness only to have to go under the knife once again for a second shoulder reconstruction on this same shoulder and then I fell into a ditch for the next eight months life wasn't fair I fell into a depression I was training and training and training obsessing on all of the detail doing exactly what I needed to do and I was

stuck because something was missing I hit rock bottom I'm stood on a pool side away from the crowds with tears rolling down my face my shoulders are hunched and I've given up because I've tried everything and he's often the way there's a point where it turns around and it was my mentor that came up to me at that time and he gently put his hand on my shoulder and he asked me a question he said Leon remind me why do you do this sport because I could enjoy it I said well what I only seen you smile for the past eight months and that was it the reason I chose the sport in the first place over all of the sports I went into when I was young is because I enjoyed it and because of the stress and the pressure that I put myself in I was stuck in that negative spiral I made one change when I went back to training the very next day I put a smile on my face and it was like that it was a forced smile to start with but that negative spiral very quickly started to go the other way I found the joy in the

movement once every single training session every single dive every single weight I lift it I find that didn't make it easy but I found their joy in it and that negative spiral went the other way and I was back on track after my Olympic dreams so my challenge to you this is an exercise for exercise saying this isn't forcing yourself to go to the gym this isn't movement for movement say this is find your movement the movement that fills you with joy so we challenge you to be creative walk run swim dive play tennis kick a football even head off to one of those early-morning sober raves that's the thing you should try them whatever you need to do but the magic ingredient here is enjoyment so what would happen if we moved more on and what is possible for movement as an intervention well number of years ago I was asked to work with a young man as an executive coach I was to be his performance coach and on paper things were looking amazing because he was a

high flyer accelerating through a massive organization here in London he was already almost at the top of the very tree but in reality things were very different when I sat down with him I discovered the things were very dark he was suffering with bipolar disorder he was under the care of a psychiatrist and over the past five or six years the symptom severity of his bipolar disorder had slowly been increasing and therefore the medication he was on subsequently was being upped and upped and upped and he found himself to a point where it was tearing him his young family apart and he was right on the edge we made one intervention I asked him what do you love to do movement wise he was he did tell me story how he still loved to run when he was younger so he built a series of behaviors and habits around running he started to go running frequently before long in a number of weeks he'd already joined a local running club and this journey went on in six months down the line he ran in his local half marathon with his wife his

children extended friends and family cheering him on the most momentous day and over that period the symptom severity of his bipolar disorder had been reduced so much that he was taken off pretty

much all of his medication the side effects that were plaguing him had faded away and from a mental health point of view he was in the best place he'd been for over a decade because running was his movement so there's a beautiful quote that I'm going to leave you with from Thomas Jefferson who said this exercise and application produce order to our affairs health of body cheerfulness of mind and those make us precious to our friends so in this world of stress overwhelm and overthinking we need to get out of our heads and back into our bodies we need to physically move more because if we don't the children of this world will continue to model our behaviors of stress and inactivity and this mental health unwellness will continue to rise so here today let's start a movement for

movement I challenge you to reclaim your mental health by finding your movement the movement that fills you with joy and do it as often as you can thank you

How to motivate yourself to change your behavior _ Transcriber: Leonardo Silva Reviewer: Denise RQ So, we all have some behavior that we would like to change about ourselves. And we certainly all want to help someone else change their behavior in a positive way. So, maybe it's your kid, your spouse, your colleague. So I want to share some new research with you that I think reveals something really important about what gets people to change their behavior. But before I do that, let's zoom in on one strategy that I think you probably use a lot. So, let's say you're trying to stop yourself from snacking. What do you tell yourself? Well, most people, in a monologue, will say, "Beware. You'll be fat."

And if this was your kid, you would probably tell him that smoking kills and, by the way, he's in big, big trouble.

So, what we're trying to do here is we're trying to scare ourselves and others into changing their behavior. And it's not just us. Warnings and threats are really common in health campaigns, in policy. It's because we all share this deep-rooted belief that if you threaten people, if fear is induced, it will get them to act. And it seems like a really reasonable assumption, except for the fact that the science shows that warnings have very limited impact on behavior. So, graphic images on cigarette packets, for example, do not deter smokers from smoking, and one study found that, after looking at those images,

quitting actually became a lower priority for smokers. So, I'm not saying that warnings and threats never work, but what I'm saying is, on average, they seem to have a very limited impact. And so, the question is: why? Why are we resistant to warnings? Well, if you think about animals, when you induce fear in an animal, the most common response you will see is freezing or fleeing; fighting, not as much. And so, humans are the same. So if something scares us, we tend to shut down and we

try to eliminate the negative feelings. So, we might use rationalizations. For example, you might tell yourself: "My grandpa smoked. He lived to be 90. So, I have really good genes and absolutely nothing to worry about." And this process can actually make you feel more resilient than you did before, which is why warnings sometimes have this boomerang effect.

In other times, we simply put our head in the ground.

Take the stock market for example. Do you know when people pull their head out of the ground to look at their accounts -- not to make a transaction, just to log in to check their account? So, what you're seeing here, in black, is the S&P 500 over two years, and in gray, is the number of times that people logged in to their account just to check. And this is data from Karlsson, Loewenstein & Seppi, it's control for all the obvious confounds. So, what do we see? When the market is high, people log in all the time, because positive information makes you feel good, so you seek it out. And when the market is low, people avoid logging in, because negative information

makes us feel bad, so we try to avoid it altogether. And all this is true as long as bad information can reasonably be avoided. So, what you don't see here is what happened a few months later, in the financial collapse of 2008, when the market went drastically down and that was when people started logging in frantically, but it was a bit too late. So, you can think about it like this -- it's not just finance: In many different parts of our life,

we have warning signs and bad behaviors now. And they could potentially lead to all these bad outcomes later, but not necessarily so, because there are different routes from your present to your future, right? It can go this way, it can go that way. And, as time passes, you gather more and more information about where the wind is blowing.

And, at any point, you can intervene and you could potentially change the outcome, but that takes energy and you might tell yourself: "What's the point about worrying about something that might happen? It might not happen." Until we reach this point, at which time you do jump into action, but sometimes it's a little bit too late. So, we wanted to know, in my lab, what type of information does leak into people. So, we conducted an experiment where we asked approximately 100 people to estimate the likelihood of 80 different negative events that might happen to them in the future. So, for example, I might ask you: "What is the likelihood that you'll suffer hearing loss in your future?" And let's say you think it's about 50%. Then, I give you the opinion of two different experts. So, expert A tells you:

"You know, for someone like you, I think it's only 40%." So, they give you a rosier view of your future. Expert B says: "You know, for someone like you, I actually think it's about 60%. It's worse."

So, they give you a bleaker view of your future. What should you do? Well, you shouldn't change your beliefs, right? Wrong. What we find is that people tend to change their beliefs towards a more desirable opinion. In other words, people listen to the positive information. Now, this study was conducted on college students, so you might say: "Well, college students are delusional, right? We all know that."

And surely, as we grow older, we grow wiser. So we said: "OK, let's test that."

Does this really generalize? Does it generalize to your kid, to your parent? Does it generalize to your spouse?" And so, we tested people from the age of 10 until the age of 80, and the answer was yes. In all these age groups, people take in information they want to hear -- like someone telling you you're more attractive than you thought -- than information that they don't want to hear. And the ability to learn from good news remained quite stable throughout the life span, but the ability to learn from bad news, that changes as you age. So, what we found was that kids and teenagers were the worse at learning from bad news, and the ability became better and better as people aged. But then, around the age of 40, around midlife, it started deteriorating again.

So, what this means is that the most vulnerable populations, kids and teenagers on the one hand, and the elderly on the other hand, they're the least likely to accurately learn from warnings. But what you can see here is that it doesn't matter what age you are. You can be 20, 30, 40, 50 or 60; everyone takes in information they want to hear more than information that they don't. And so, we end up with a view like this of ourselves.

Our mistake as teachers, as mentors, as employers is that, instead of working with this positive image that people so effortfully maintain, we try and put a clear mirror in front of them. We tell them: "You know, the image is just going to get worse and worse and worse." And it doesn't work.

It doesn't work because the brain will frantically try to distort the image, using Photoshop and fancy lenses, until it gets the image it's happy with. But what would happen if we went along with how our brain works and not against it? Take handwashing, for example. We all know that handwashing is the number one way to prevent the spread of disease, and this is really important in hospitals. So, in a hospital here in the United States, a camera was installed to see how often medical staff do, in fact, sanitize their hands before and after entering a patient's room. Now, the medical staff knew a camera was installed. Nevertheless, only one in ten washed their hands before and after entering a patient's room. But then, an intervention was introduced: an electronic board

that told the medical staff how well they were doing. Every time you washed your hands, the numbers went up on the screen and it showed you your rate of your current shift and the rate of the

weekly staff. And what happened? Boom. Compliance raised to 90%, which is absolutely amazing. And the research staff were amazed as well, and they made sure to replicate it in another division in the hospital. Again, the same results. So, why does this intervention work so well? It works well because, instead of using warnings about bad things that can happen in the future, like disease, it uses three principles that we know really drive your mind and your behavior. Let me explain. The first one is social incentives. In the hospital study, the medical staff could see

what other people were doing. They can see the rates of the shift, the rate of the week. We're social people, we really care what other people are doing, we want to do the same and we want to do it better. This is an image from a study that we conducted, led by PhD student Micah Edelson, and what it's showing you is a signal in the emotional center of your brain when you hear about the opinion of others. And what we found was that this signal can predict how likely you are to conform at a later time, how likely you are to change your behavior. So, the British government are using this principle to get people to pay taxes on time. In an old letter that they sent to people who "forgot" to pay taxes on time, they simply stressed how important it was pay taxes, and that didn't help.

Then, they added one sentence, and that sentence said: "Nine out of ten people in Britain pay their taxes on time." And that one sentence enhanced compliance within that group by 15%, and it's thought to bring into the British government 5.6 billion pounds. So, highlighting what other people are doing is a really strong incentive. The other principle is immediate rewards. So, every time the staff washed their hand, they could see the numbers go up on the board and it made them feel good. And knowing that in advance made them do something that they, otherwise, may not want to do. Now, this works because we value immediate rewards, rewards that we can get now, more than rewards that we can get in the future. And people tend to think it's because we don't care about the future, but that's completely wrong,

we all care about our future, right? We want to be happy and healthy in the future, we want to be successful, but the future is so far away. I mean, maybe you'll behave badly now and you'll be fine in the future, and maybe you'll be altogether dead.

So, the here-and-now you would rather have that tangible drink, that tangible T-bone, rather than something that's uncertain in the future. If you think about it, it's not altogether irrational, right? You're choosing something sure now rather than something that is unsure in the future. But what will happen if you reward people now for doing actions that are good for them in the future? Studies show that giving people immediate rewards make them more likely to quit smoking, more likely to start exercising, and this effect lasts

for at least six months, because not smoking becomes associated with a reward, and exercising

becomes associated with a reward, and it becomes a habit, it becomes a lifestyle. So, we can reward ourselves and others now for behaving in ways that are good for us in the future and that's a way for us to bridge the temporal gap. And the third principle is progress monitoring. So, the electronic board focused the medical staff attention on improving their performance. This is an image from a study that we conducted, that shows you brain activity suggestive of efficient coding of positive information about the future. And what we found was that the brain does a really good job at this, but it doesn't do such a good job at processing negative information about the future.

So, what does this mean? It means that, if you're trying to get people's attention, you might want to highlight the progress, not the decline. So, for example, if you take that kid with the cigarette, you might want to tell them: "You know, if you stop smoking, you'll become better at sports." Highlight the progress, not the decline. Now, before I sum up, let me just share this small anecdote with you. A few weeks ago, I got home and I found this bill on my fridge. And was really surprised because there's never any bills on my fridge. So, I was wondering why my husband decided to put that on our fridge. And so, looking at the bill, I could see that what this bill was trying to do is get me to be more efficient with my electricity use. And how was it doing it? Social incentives, immediate rewards and progress monitoring. Let me show you.

Here are the social incentives. In gray is the energy use on the average energy use of people in my neighborhood. And in blue is my energy use, and in green is the most efficient neighbor. And my reaction to this was -- my immediate reaction was: "I'm a little bit better than average"

-- a tiny bit, but still... and my husband had exactly the same reaction -- and "I want to get to the green bar." And then, I got a smiley face. That was my immediate reward and it was telling me, "You're doing good," and it made me want to put this on my fridge.

And although I have this one smiley face, I can see an opportunity there to get two smiley faces.

So, there's an opportunity for progress and it's showing me my progress

throughout the year, how my energy use changes throughout the year. And the last thing this bill gave me: it gave me a sense of control. So, it gave me a sense of I was in control of my use of electricity. And that is a really important thing, if you try to get people to change their behavior, because the brain is constantly trying to seek ways to control its environment. It's one of the principles of what the brain is actually doing. And so, giving people a sense of control is a really important motivator. OK. So, what am I not saying? I'm not saying that we do not need to communicate risks, and I'm not saying that there's one-solution-fits-all, but I am saying that, if we want to motivate change, we might want to rethink how we do it, because fear, the fear of losing

your health, the fear of losing money, induces inaction,

while the thrill of a gain induces action. And so, to change behavior in ourselves and in others, we may want to try these positive strategies rather than threats, which really capitalize on the human tendency to seek progress. Thank you.

How to practice emotional first aid _ Guy Winch _ I grew up with my identical twin, who was an incredibly loving brother. Now, one thing about being a twin is, it makes you an expert at spotting favoritism. If his cookie was even slightly bigger than my cookie, I had questions. And clearly, I wasn't starving.

When I became a psychologist, I began to notice favoritism of a different kind; and that is, how much more we value the body than we do the mind. I spent nine years at university earning my doctorate in psychology, and I can't tell you how many people look at my business card and say, "Oh -- a psychologist. So, not a real doctor," as if it should say that on my card.

This favoritism we show the body over the mind -- I see it everywhere. I recently was at a friend's house, and their five-year-old was getting ready for bed. He was standing on a stool by the sink, brushing his teeth, when he slipped and scratched his leg on the stool when he fell. He cried for a minute, but then he got back up, got back on the stool, and reached out for a box of Band-Aids to put one on his cut. Now, this kid could barely tie his shoelaces, but he knew you have to cover a cut so it doesn't become infected, and you have to care for your teeth by brushing twice a day. We all know how to maintain our physical health and how to practice dental hygiene, right? We've known it since we were five years old. But what do we know about maintaining

our psychological health? Well, nothing. What do we teach our children about emotional hygiene? Nothing. How is it that we spend more time taking care of our teeth than we do our minds? Why is it that our physical health is so much more important to us than our psychological health? We sustain psychological injuries even more often than we do physical ones, injuries like failure or rejection or loneliness. And they can also get worse if we ignore them, and they can impact our lives in dramatic ways. And yet, even though there are scientifically proven techniques we could use to treat these kinds of psychological injuries, we don't. It doesn't even occur to us that we should. "Oh, you're feeling depressed?

Just shake it off; it's all in your head." Can you imagine saying that to somebody with a broken leg: "Oh, just walk it off; it's all in your leg."

It is time we closed the gap between our physical and our psychological health. It's time we made

them more equal, more like twins. Speaking of which, my brother is also a psychologist. So he's not a real doctor, either.

We didn't study together, though. In fact, the hardest thing I've ever done in my life is move across the Atlantic to New York City to get my doctorate in psychology. We were apart then for the first time in our lives, and the separation was brutal for both of us. But while he remained among family and friends,

I was alone in a new country. We missed each other terribly, but international phone calls were really expensive then, and we could only afford to speak for five minutes a week. When our birthday rolled around, it was the first we wouldn't be spending together. We decided to splurge, and that week, we would talk for 10 minutes.

I spent the morning pacing around my room, waiting for him to call -- and waiting ... and waiting. But the phone didn't ring. Given the time difference, I assumed, "OK, he's out with friends, he'll call later." There were no cell phones then. But he didn't. And I began to realize that after being away for over 10 months, he no longer missed me the way I missed him.

I knew he would call in the morning, but that night was one of the saddest and longest nights of my life. I woke up the next morning. I glanced down at the phone, and I realized I had kicked it off the hook when pacing the day before. I stumbled out of bed, I put the phone back on the receiver, and it rang a second later. And it was my brother, and boy, was he pissed.

It was the saddest and longest night of his life as well. Now, I tried to explain what happened, but he said, "I don't understand. If you saw I wasn't calling you, why didn't you just pick up the phone and call me?" He was right. Why didn't I call him? I didn't have an answer then. But I do today, and it's a simple one:

loneliness. Loneliness creates a deep psychological wound, one that distorts our perceptions and scrambles our thinking. It makes us believe that those around us care much less than they actually do. It make us really afraid to reach out, because why set yourself up for rejection and heartache when your heart is already aching more than you can stand? I was in the grips of real loneliness back then, but I was surrounded by people all day, so it never occurred to me. But loneliness is defined purely subjectively. It depends solely on whether you feel emotionally or socially disconnected from those around you. And I did. There is a lot of research on loneliness, and all of it is horrifying. Loneliness won't just make you miserable; it will kill you. I'm not kidding.

Chronic loneliness increases your likelihood of an early death by 14 percent. Fourteen percent!

Loneliness causes high blood pressure, high cholesterol. It even suppress the functioning of your immune system, making you vulnerable to all kinds of illnesses and diseases. In fact, scientists have concluded that taken together, chronic loneliness poses as significant a risk for your long-term health and longevity as cigarette smoking. Now, cigarette packs come with warnings saying, "This could kill you." But loneliness doesn't. And that's why it's so important that we prioritize our psychological health, that we practice emotional hygiene. Because you can't treat a psychological wound if you don't even know you're injured. Loneliness isn't the only

psychological wound that distorts our perceptions and misleads us. Failure does that as well. I once visited a day care center, where I saw three toddlers play with identical plastic toys. You had to slide the red button, and a cute doggie would pop out. One little girl tried pulling the purple button, then pushing it, and then she just sat back and looked at the box with her lower lip trembling. The little boy next to her watched this happen, then turned to his box and burst into tears without even touching it. Meanwhile, another little girl tried everything she could think of until she slid the red button, the cute doggie popped out, and she squealed with delight. So: three toddlers with identical plastic toys, but with very different reactions to failure.

The first two toddlers were perfectly capable of sliding a red button. The only thing that prevented them from succeeding was that their mind tricked them into believing they could not. Now, adults get tricked this way as well, all the time. In fact, we all have a default set of feelings and beliefs that gets triggered whenever we encounter frustrations and setbacks. Are you aware of how your mind reacts to failure? You need to be. Because if your mind tries to convince you you're incapable of something, and you believe it, then like those two toddlers, you'll begin to feel helpless and you'll stop trying too soon, or you won't even try at all. And then you'll be even more convinced you can't succeed. You see, that's why so many people function below their actual potential. Because somewhere along the way,

sometimes a single failure convinced them that they couldn't succeed, and they believed it. Once we become convinced of something, it's very difficult to change our mind. I learned that lesson the hard way when I was a teenager with my brother. We were driving with friends down a dark road at night, when a police car stopped us. There had been a robbery in the area and they were looking for suspects. The officer approached the car, and shined his flashlight on the driver, then on my brother in the front seat, and then on me. And his eyes opened wide and he said, "Where have I seen your face before?"

And I said, "In the front seat."

But that made no sense to him whatsoever, so now he thought I was on drugs.

So he drags me out of the car, he searches me,

he marches me over to the police car, and only when he verified I didn't have a police record, could I show him I had a twin in the front seat. But even as we were driving away, you could see by the look on his face he was convinced that I was getting away with something.

Our mind is hard to change once we become convinced. So it might be very natural to feel demoralized and defeated after you fail. But you cannot allow yourself to become convinced you can't succeed. You have to fight feelings of helplessness. You have to gain control over the situation. And you have to break this kind of negative cycle before it begins.

Our minds and our feelings -- they're not the trustworthy friends

we thought they were. They're more like a really moody friend, who can be totally supportive one minute, and really unpleasant the next. I once worked with this woman who, after 20 years marriage and an extremely ugly divorce, was finally ready for her first date. She had met this guy online, and he seemed nice and he seemed successful, and most importantly, he seemed really into her. So she was very excited, she bought a new dress, and they met at an upscale New York City bar for a drink. Ten minutes into the date, the man stands up and says, "I'm not interested," and walks out. Rejection is extremely painful. The woman was so hurt she couldn't move. All she could do was call a friend. Here's what the friend said: "Well, what do you expect? You have big hips, you have nothing interesting to say.

Why would a handsome, successful man like that ever go out with a loser like you?" Shocking, right, that a friend could be so cruel? But it would be much less shocking if I told you it wasn't the friend who said that. It's what the woman said to herself. And that's something we all do, especially after a rejection. We all start thinking of all our faults and all our shortcomings, what we wish we were, what we wish we weren't. We call ourselves names. Maybe not as harshly, but we all do it. And it's interesting that we do, because our self-esteem is already hurting. Why would we want to go and damage it even further? We wouldn't make a physical injury worse on purpose. You wouldn't get a cut on your arm and decide, "Oh! I know -- I'm going to take a knife and see

how much deeper I can make it." But we do that with psychological injuries all the time. Why? Because of poor emotional hygiene. Because we don't prioritize our psychological health. We know from dozens of studies that when your self-esteem is lower, you are more vulnerable to stress and to anxiety; that failures and rejections hurt more, and it takes longer to recover from them. So when you get rejected, the first thing you should be doing is to revive your self-esteem, not join Fight Club

and beat it into a pulp. When you're in emotional pain, treat yourself with the same compassion you would expect from a truly good friend.

We have to catch our unhealthy psychological habits and change them. And one of unhealthiest and most common is called rumination. To ruminate means to chew over. It's when your boss yells at you

or your professor makes you feel stupid in class, or you have big fight with a friend and you just can't stop replaying the scene in your head for days, sometimes for weeks on end. Now, ruminating about upsetting events in this way can easily become a habit, and it's a very costly one, because by spending so much time focused on upsetting and negative thoughts, you are actually putting yourself at significant risk for developing clinical depression, alcoholism, eating disorders, and even cardiovascular disease. The problem is, the urge to ruminate can feel really strong and really important, so it's a difficult habit to stop. I know this for a fact, because a little over a year ago, I developed the habit myself. You see, my twin brother was diagnosed with stage 3 non-Hodgkin's lymphoma. His cancer was extremely aggressive.

He had visible tumors all over his body. And he had to start a harsh course of chemotherapy. And I couldn't stop thinking about what he was going through. I couldn't stop thinking about how much he was suffering, even though he never complained, not once. He had this incredibly positive attitude. His psychological health was amazing. I was physically healthy, but psychologically, I was a mess. But I knew what to do. Studies tell us that even a two-minute distraction is sufficient to break the urge to ruminate in that moment. And so each time I had a worrying, upsetting, negative thought, I forced myself to concentrate on something else until the urge passed. And within one week, my whole outlook changed and became more positive and more hopeful.

Nine weeks after he started chemotherapy, my brother had a CAT scan,

and I was by his side when he got the results. All the tumors were gone. He still had three more rounds of chemotherapy to go, but we knew he would recover. This picture was taken two weeks ago. By taking action when you're lonely, by changing your responses to failure, by protecting your self-esteem, by battling negative thinking, you won't just heal your psychological wounds, you will build emotional resilience, you will thrive. A hundred years ago, people began practicing personal hygiene, and life expectancy rates rose by over 50 percent in just a matter of decades. I believe our quality of life could rise just as dramatically if we all began practicing emotional hygiene. Can you imagine what the world would be like if everyone was psychologically healthier?

If there were less loneliness and less depression? If people knew how to overcome failure? If they

felt better about themselves and more empowered? If they were happier and more fulfilled? I can, because that's the world I want to live in. And that's the world my brother wants to live in as well. And if you just become informed and change a few simple habits, well -- that's the world we can all live in. Thank you very much.

How to recognize perfectly hidden depression _ Mar Transcriber: Shuo Wen Reviewer: Walaa Mohammed Let me tell you about Natalie. Natalie came in to therapy almost apologetically. She giggled as she told me about what sounded like panic disorder, her heart racing, difficulty breathing. Maybe she wanted to run out of the room when she felt pressured. Otherwise, she was very successful. She had friends galore, a good marriage, and she loved her kids. She said, My life's almost perfect. I just need to calm down. I'd been a therapist for about eight years when I saw her and I thought, you know, this is a pretty common anxiety disorder. I need to help her find out what's making her anxious and what she can do about it. But one afternoon I got a call from her husband, Jeff, and he said, Something's wrong. I got this weird message from Natalie asking me to pick up

the kids when I get back into town and take them to her mother's. I thought about our last session, and nothing really strange had happened. She'd even said therapy was helping. But I heard Jeff's tone, and my gut said differently. So I listened to it and I drove to their home and let myself in with the garage code that Jeff had given me. I walk into the kitchen. I see recently wash dishes and towels neatly folded by the sink. There is no sound. Just silence. I started calling Natalie's name, hoping that she'd come around the corner, being embarrassed that she'd had another panic attack and wanting to know why and how I was getting in her house. But instead I found her lying in bed, an empty vodka bottle and several stray pills laying on the table. I called 911 with her, saying, Oh, don't call. I'm fine. When the paramedics rushed her out. I just stood there. Stunned. I had no idea that Natalie was suicidal.

None. I felt to blame and not to blame. What had I missed? What if I had listened to my gut? What if I hadn't called Jeff back? But the fact remained. I diagnosed her with panic disorder and mild depression because that's what Natalie had allowed me to see. We all have secrets. And it's not always the secrets themselves that get us into trouble, but the feelings about the secrets that can darken and deepen over time. Some of those feelings can be terror, fear, shame, self loathing, and worse. Unfortunately, many of us learned that it's not okay, or we're just never taught that it's okay to express those feelings. So we deny their existence on the outside. We're fine. While on the inside there can be immense feelings of despair,

loneliness and hopelessness. Natalie had secrets, but it was her secret feelings that nearly killed her. Can you imagine a world where talking about these secrets is not shameful? Is it possible to create a culture where expressing those feelings is not shameful but actually can be seen as healthy

self acceptance and even personal strengths? 16 years and hundreds of patients later, I wrote a blog post. I was describing people like Natalie and what it might be like to live their lives day in and day out. I just wrote about successful looking people who were hiding their struggles. I didn't think it was particularly profound. But. That post went viral because I had called it and defined it perfectly. Hidden depression. My email was swamped with messages from people who said, I have these feelings and no one knows. It's like you're in my head. And the more I wrote and received feedback, I began to understand how trapped people

can feel in this this cage of rigid emotional control with fear and shame, keeping them terrified of discovery. So I put two and two together and said, Oh, a perfect seeming life can serve as camouflage. But there's an obvious problem. How can we identify that someone needs help if they don't tell us, feel like they can't tell us or don't know how? For example, let's say someone like Natalie goes to makes a tentative trip, maybe goes to the doctor or a clinician's office. The professional would do what they were taught to do, which would be to assess the presence of mental illness using the Diagnostic and Statistical Manual of Mental Disorders. The DSM, as it's called, offers internationally recognized psychiatric symptom checklists, some of which are then required to earn a certain diagnosis.

This is based on the medical model of mental illness, which many believe over emphasizes the biological aspects of depression. But. It becomes the lens through which that professional begins to see the problem. And certain questions are then asked that reflect those symptoms and that lens. Does the patient report sleep or appetite disturbance? No. Has the patient lost pleasure in things they used to enjoy? No. Does the patient have Foggy thinking? No, not till right now. Does the patient have suicidal thinking? No. My life is far too full of grateful things. The exact process I'd used with Natalie. The problem is the lens. Your lens determines what you see. Combine the limitations of that professional's lens with the patient's fear of revealing vulnerability. And my friends. We have a problem. In 1993,

the founder of the American Association of Suicide Awareness, Edwin Schneiderman, was a well respected thought leader and researcher in the world of suicide and depression. He coined a term called psych ache, meaning intolerable emotional and psychological pain. And his research upended common psychiatric thinking at the time because he found that psychic had more to do with suicide than depression. Pain is at the core of suicide, he said. Meaning that the answers to treating people with suicidal feelings does not lie in the assignment of a diagnosis, but by an acknowledgement and working through of that pain. Two years later, Sidney Blatt, another renowned researcher, warned that when perfectionism is found alongside depression, it can drastically change depression's presentation and must not be assessed through diagnostic measures, but through understanding the perception

of that person of themselves and their world. But we are so governed by the medical model of mental illness that unless someone's depression meets the criteria, the official DSM criteria for depression, it is likely to be missed. While suicide rates are skyrocketing worldwide. I'd wager that it will not be long before every one of us, every single one of us either know someone personally or has heard the story of someone. His life was going great. And they died by suicide. That person, your friend, your neighbor, your kids soccer coach. Your pastor, your professor, your work buddy. And maybe even your child is keeping their pain secret. Now, why? Again, those who identify with what I term perfectly hidden oppression feel that they must protect themselves with this shield of silence. They're not going

to fit into the pre assigned DSM criteria. And in fact, they are ashamed at any one might think of them or see them as depressed. So what can we do? How can we change or set the stage for increased transparency? I think. I know that we must recognize that. Suicidal feelings. And the thoughts that accompany them. Are, believe it or not, normal. To be clear, I'm not saying that suicide is normal. I'm saying that thoughts about suicide are much more common than most of us know. I cannot count the number of people over the years who reveal such feelings to me. Sometimes hesitatingly fearing that I'll do something radical or take away their rights, sometimes with great relief, because they begin to let go of a shame. That has literally seeped down into the very core of their being. And sometimes with sadness because they realize just how close they've come. Now there are people who have the intent

to die, have the means to do it, and cannot tell you why they shouldn't. Those people tell someone like me because they want my help to keep them safe and they must be taken very seriously. But so many suicidal feelings. Are natural human normal responses to what has happened in your life. So why don't we treat it as normal? Why don't we talk about the feelings that we would talk about any other way? Why don't we ask? Well, when do you feel this? When do you not feel this? What's it like to talk to me about it? Have you ever wondered what would make it go away? Questions that we would ask about any other feelings that a person was trying to understand and cope with? But. These do not these are not questions about symptom criteria. We are going to go in the direction that John Summers Flanagan wants us to go, which is working toward a strength based assessment of suicide. Now what does

this have to do with you? You're probably not a clinician or a doctor. How would you respond if someone told you they were thinking about taking their own life? Sadly, the instinct is often. I can't believe you said that. You know, you have people who love you. How can you be so selfish? And the quickest way to end a conversation. Is to blame someone for the way they're feeling or to suggest that no one that was literally loving and caring would ever have that feeling. What if instead

we could approach not with judgment, but with acceptance? Many more conversations will take place. Let me tell you about Michael. Michael was an internationally prominent person in his field when he came to see me, and he was laughing because he said no one would ever imagine me going to therapy. He'd grown up in a family where they didn't discuss feelings,

especially painful ones. But his father had died suddenly, and Michael had never told his dad that he loved him, despite the tumultuous relationship theyd had. And Michael couldnt forgive himself for that. As we talked about his childhood and current decisions he was trying to make. He began to see patterns. He could see how he'd covered up his horrific abuse as a child and tried to cover it up with greater and greater achievement to reach some sort of destination that would blot out or blur the painful secrets he kept hidden inside. But it didnt work. He told me one day, very painfully, that he also had feelings of the intent to die. I told him those feelings were normal, given the extent of his pain and how long he had felt it. In our in our continuing work, he found that he could have compassion for himself without carrying

the shame that was not his to carry. He could grieve without pummeling himself with self loathing and he could decide to live. I truly will never forget the day that Michael strolled into my office, laughing big smile on his face and said, Hey, doc, I got to tell you something. I was on this crowded airplane journaling instead of working. Writing about my childhood and my father in public. And when I felt a tear rolled down my cheek. I didn't care. We all have secrets, but the cost that can accompany the feelings of those secrets has never been more evident. You and I. Can realize we can have an impact right now on our culture so that transparency is seen as strength. Thank you.

How to stay calm when you know you'll be stressed A few years ago, I broke into my own house. I had just driven home, it was around midnight in the dead of Montreal winter, I had been visiting my friend, Jeff, across town, and the thermometer on the front porch read minus 40 degrees -- and don't bother asking if that's Celsius or Fahrenheit, minus 40 is where the two scales meet -- it was very cold. And as I stood on the front porch fumbling in my pockets, I found I didn't have my keys. In fact, I could see them through the window, lying on the dining room table where I had left them. So I quickly ran around and tried all the other doors and windows, and they were locked tight. I thought about calling a locksmith -- at least I had my cellphone,

but at midnight, it could take a while for a locksmith to show up, and it was cold. I couldn't go back to my friend Jeff's house for the night because I had an early flight to Europe the next morning, and I needed to get my passport and my suitcase. So, desperate and freezing cold, I found a large rock and I broke through the basement window, cleared out the shards of glass, I crawled through, I found a piece of cardboard and taped it up over the opening, figuring that in the morning, on the way to the airport, I could call my contractor and ask him to fix it. This was going to be expensive, but

probably no more expensive than a middle-of-the-night locksmith, so I figured, under the circumstances, I was coming out even. Now, I'm a neuroscientist by training and I know a little bit

about how the brain performs under stress. It releases cortisol that raises your heart rate, it modulates adrenaline levels and it clouds your thinking. So the next morning, when I woke up on too little sleep, worrying about the hole in the window, and a mental note that I had to call my contractor, and the freezing temperatures, and the meetings I had upcoming in Europe, and, you know, with all the cortisol in my brain, my thinking was cloudy, but I didn't know it was cloudy because my thinking was cloudy.

And it wasn't until I got to the airport check-in counter, that I realized I didn't have my passport.

So I raced home in the snow and ice, 40 minutes, got my passport, raced back to the airport, I made it just in time,

but they had given away my seat to someone else, so I got stuck in the back of the plane, next to the bathrooms, in a seat that wouldn't recline, on an eight-hour flight. Well, I had a lot of time to think during those eight hours and no sleep.

And I started wondering, are there things that I can do, systems that I can put into place, that will prevent bad things from happening? Or at least if bad things happen, will minimize the likelihood of it being a total catastrophe. So I started thinking about that, but my thoughts didn't crystallize until about a month later. I was having dinner with my colleague, Danny Kahneman, the Nobel Prize winner, and I somewhat embarrassedly told him about having broken my window, and, you know, forgotten my passport, and Danny shared with me that he'd been practicing

something called prospective hindsight.

It's something that he had gotten from the psychologist Gary Klein, who had written about it a few years before, also called the pre-mortem. Now, you all know what the postmortem is. Whenever there's a disaster, a team of experts come in and they try to figure out what went wrong, right? Well, in the pre-mortem, Danny explained, you look ahead and you try to figure out all the things that could go wrong, and then you try to figure out what you can do to prevent those things from happening, or to minimize the damage. So what I want to talk to you about today are some of the things we can do in the form of a pre-mortem. Some of them are obvious, some of them are not so obvious. I'll start with the obvious ones. Around the home, designate a place for things that are easily lost. Now, this sounds

like common sense, and it is, but there's a lot of science to back this up, based on the way our spatial memory works. There's a structure in the brain called the hippocampus, that evolved over tens of thousands of years, to keep track of the locations of important things -- where the well is, where fish can be found, that stand of fruit trees, where the friendly and enemy tribes live. The hippocampus is the part of the brain that in London taxicab drivers becomes enlarged. It's the part of the brain that allows squirrels to find their nuts. And if you're wondering, somebody actually did the experiment where they cut off the olfactory sense of the squirrels, and they could still find their nuts. They weren't using smell, they were using the hippocampus, this exquisitely evolved mechanism

in the brain for finding things. But it's really good for things that don't move around much, not so good for things that move around. So this is why we lose car keys and reading glasses and passports. So in the home, designate a spot for your keys -- a hook by the door, maybe a decorative bowl. For your passport, a particular drawer. For your reading glasses, a particular table. If you designate a spot and you're scrupulous about it, your things will always be there when you look for them. What about travel? Take a cell phone picture of your credit cards, your driver's license, your passport, mail it to yourself so it's in the cloud. If these things are lost or stolen, you can facilitate replacement. Now these are some rather obvious things. Remember, when you're under stress, the brain releases cortisol.

Cortisol is toxic, and it causes cloudy thinking. So part of the practice of the pre-mortem is to recognize that under stress you're not going to be at your best, and you should put systems in place. And there's perhaps no more stressful a situation than when you're confronted with a medical decision to make. And at some point, all of us are going to be in that position, where we have to make a very important decision about the future of our medical care or that of a loved one, to help them with a decision. And so I want to talk about that. And I'm going to talk about a very particular medical condition. But this stands as a proxy for all kinds of medical decision-making, and indeed for financial decision-making, and social decision-making -- any kind of decision you have to make that would benefit from a rational assessment of the facts.

So suppose you go to your doctor and the doctor says, "I just got your lab work back, your cholesterol's a little high." Now, you all know that high cholesterol is associated with an increased risk of cardiovascular disease, heart attack, stroke. And so you're thinking having high cholesterol isn't the best thing, and so the doctor says, "You know, I'd like to give you a drug that will help you lower your cholesterol, a statin." And you've probably heard of statins, you know that they're among the most widely prescribed drugs in the world today, you probably even know people who take them. And so you're thinking, "Yeah! Give me the statin." But there's a question you should ask at this point, a statistic you should ask for that most doctors

don't like talking about, and pharmaceutical companies like talking about even less. It's for the number needed to treat. Now, what is this, the NNT? It's the number of people that need to take a drug or undergo a surgery or any medical procedure before one person is helped. And you're thinking, what kind of crazy statistic is that? The number should be one. My doctor wouldn't prescribe something to me if it's not going to help. But actually, medical practice doesn't work that way. And it's not the doctor's fault, if it's anybody's fault, it's the fault of scientists like me. We haven't figured out the underlying mechanisms well enough. But GlaxoSmithKline estimates that 90 percent of the drugs work in only 30 to 50 percent of the people. So the number needed to treat

for the most widely prescribed statin, what do you suppose it is? How many people have to take it before one person is helped? 300. This is according to research by research practitioners Jerome Groopman and Pamela Hartzband, independently confirmed by Bloomberg.com. I ran through the numbers myself. 300 people have to take the drug for a year before one heart attack, stroke or other adverse event is prevented. Now you're probably thinking, "Well, OK, one in 300 chance of lowering my cholesterol. Why not, doc? Give me the prescription anyway." But you should ask at this point for another statistic, and that is, "Tell me about the side effects." Right? So for this particular drug, the side effects occur in five percent of the patients. And they include terrible things --

debilitating muscle and joint pain, gastrointestinal distress -- but now you're thinking, "Five percent, not very likely it's going to happen to me, I'll still take the drug." But wait a minute. Remember under stress you're not thinking clearly. So think about how you're going to work through this ahead of time, so you don't have to manufacture the chain of reasoning on the spot. 300 people take the drug, right? One person's helped, five percent of those 300 have side effects, that's 15 people. You're 15 times more likely to be harmed by the drug than you are to be helped by the drug. Now, I'm not saying whether you should take the statin or not. I'm just saying you should have this conversation with your doctor. Medical ethics requires it, it's part of the principle

of informed consent. You have the right to have access to this kind of information to begin the conversation about whether you want to take the risks or not. Now you might be thinking I've pulled this number out of the air for shock value, but in fact it's rather typical, this number needed to treat. For the most widely performed surgery on men over the age of 50, removal of the prostate for cancer, the number needed to treat is 49. That's right, 49 surgeries are done for every one person who's helped. And the side effects in that case occur in 50 percent of the patients. They include impotence, erectile dysfunction, urinary incontinence, rectal tearing, fecal incontinence. And if you're lucky, and you're one of the 50 percent who has these, they'll only last for a year or two. So the idea of the pre-mortem is to think ahead of time

to the questions that you might be able to ask that will push the conversation forward. You don't

want to have to manufacture all of this on the spot. And you also want to think about things like quality of life. Because you have a choice oftentimes, do you I want a shorter life that's pain-free, or a longer life that might have a great deal of pain towards the end? These are things to talk about and think about now, with your family and your loved ones. You might change your mind in the heat of the moment, but at least you're practiced with this kind of thinking. Remember, our brain under stress releases cortisol, and one of the things that happens at that moment is a whole bunch on systems shut down. There's an evolutionary reason for this. Face-to-face with a predator, you don't need your digestive system,

or your libido, or your immune system, because if you're body is expending metabolism on those things and you don't react quickly, you might become the lion's lunch, and then none of those things matter. Unfortunately, one of the things that goes out the window during those times of stress is rational, logical thinking, as Danny Kahneman and his colleagues have shown. So we need to train ourselves to think ahead to these kinds of situations. I think the important point here is recognizing that all of us are flawed. We all are going to fail now and then. The idea is to think ahead to what those failures might be, to put systems in place that will help minimize the damage, or to prevent the bad things from happening in the first place. Getting back to that snowy night in Montreal, when I got back from my trip,

I had my contractor install a combination lock next to the door, with a key to the front door in it, an easy to remember combination. And I have to admit, I still have piles of mail that haven't been sorted, and piles of emails that I haven't gone through. So I'm not completely organized, but I see organization as a gradual process, and I'm getting there. Thank you very much.

How to talk to the worst parts of yourself _ Karen Transcriber: Anggiasti R W Reviewer: Zsófia Herczeg It isn't true what they say, that you can't love anyone until you love yourself. Have you heard that? People say you have to learn to love yourself before you can love anybody else. But it's not true. I loved everybody before I loved myself. Love doesn't care which way you come or what state you're in when you get here. Love welcomes everyone unconditionally. Oddly, so do focus group moderators -

which is how and why I learned to do it. If you've never been a part of a focus group, you're missing a really special cultural experience. So, in every focus group, there's a range of characters, right? There's always a shy one and a chatty one, a grumpy one that doesn't want

to do any of the exercises, and a very excited mom with a notebook, who wants to get an A plus in all of the exercises.

Theres a student who lied on the intake because they need the money, and a dad full of jokes who cant read the room.

And usually, theres one ex-military guy who keeps staring at the two-way mirror suspiciously.

Its a situation where a group of people that may not otherwise ever meet have the chance to share their perspectives. And its my job as the moderator to make sure that they all get heard. Now, its not quite a classroom. Its not group therapy. And while the community feel has some elements of holiness, probably no one would call it

a spiritual experience. I mean, no one else. Because moderating rooms of strange and difficult voices is what taught me to welcome all the strange and difficult parts of myself. No kidding. I start every morning meditation with the same opener I use as a focus group moderator: Thanks, everyone, for being here.

Your input is valued.

Im going to hear from each of you. Ill give you all the chance to speak. Just do your best to be completely present, honest, and try to make any requests reasonable. So I dont know about you, but there are a lot of me in here, in the mind of Karen Faith. Im not referring to psychiatric illness specifically, but I dont exclude that.

My mind has plenty of quirks, but what I have to share is for anyone with an inner dialogue. Though I admit, its especially for those of us with a really noisy one. So I noticed some time ago that I was arguing with myself. And then I wondered: If I didnt agree with me, who is I, and who is me in that scenario? And it turned out that there are quite a few of me. Theres a really sentimental, emotional me, an intellectual, analytical me. Those two argue a lot. Theres a me who loves being on stage. Theres another one who is pretty shaky at the moment. Some of us - at this time, I include you - some of us regard these as feelings or thoughts. And maybe weve done our personal homework, accepting that we can have conflicting feelings at the same time. We can be excited about a new job

and also dread going back to work. We can be tired and want to stay up. We can adore someone who also annoys us. We can love someone who has badly betrayed us. We know this. And when were honest and rational, we can see that these are common experiences. But were not crazy to both love and hate camping.

It does me no harm to embrace that I feel both ways about it. But what about the thought that Im worthless, that I dont belong here? The mistakes Ive made are unforgivable, that the bad things that

happened in my life were my fault. Those thoughts are just as real as the rest of them, but they're harder to live with. And they send many of us to therapy or to yoga or the nearest bar, which more or less describes my daily commute for many years.

Because I wanted to silence those thoughts completely. And let me tell you: I tried. I have done every kind of therapy I have ever heard of. I have done talk therapy, energy healing, body work, hypnotherapy, soul retrieval, the tapping stuff, the thing with the lights. I did seven kinds of yoga. I drank the special tea with the shaman in the forest.

I admit I did pass on the acupuncture they do with live honeybees -

people do that.

Suffice to say, I tried. And still sometimes, when I was alone, I would hear myself shouting: Shut up! or worse to my own mind. In my work as a people researcher, it's my job to practice empathy with strangers, to receive everything I can

about their world in order to understand them as deeply as possible. Now, it's noteworthy that I found this career at a temp job, writing meeting notes, when my supervisor noticed that I wasn't just paraphrasing conversation, I was recording body language, micro-expressions, tonal shifts, specific verb choices. What neither of us knew then is that the qualities which made me seem skillful were the symptoms of complex post-traumatic stress. The most reasonable results of an appalling upbringing, and a fact I share not to set me apart from you but to welcome you in here with me. Everyone in this room has walked through something difficult in order to be here. And I want you to know that whatever path you've taken

to get through it is honorable. Whether you never talk about it, or you write bad poetry about it, whether you make tons of money prosecuting it, or if you just hit the gym like a champ to sweat it out of your body, there is truly no wrong way. There are some ways that cause other problems. You know the ones.

I've done some of those. I still do some of those. And I don't judge those either, because gifts and curses are buy one, get one. And mine were no exception. My early life gave me heaps of shame and a splintered sense of self - hence all the different mes - but it also gave me super antennas for the emotions of others. This hypervigilance made me a certified mess of a person but a damn near-wizard-level observer. So I got to work.

The last 20 years I've shadowed people in their homes, at their jobs, while they shop and drive, and

go on dates. I ask them to be honest and vulnerable with me, and to do this, I practice something that I call unconditional welcome, which is like a researchers neutrality, but a little extra. The day I discovered it, I was sitting in the living room of a research subject. She was a very unpleasant woman, if Im honest. Feeding french fries to an infant, as she snapped at me that she would never have her children vaccinated, not even to protect them from polio because she didnt know it was in those shots. Now never mind that she said this an inch of ash deep into a Virginia Slim, right.

I was judging her, I know. Im not proud of it,

but at least one of me is a jerk.

I needed to connect with her, and I didnt want to. I didn't like her. I didn't respect her. I didnt want to spend a single moment with her. And the project required that I spend hours. And that I used that time to get to know her: what she values, what she believes, where she finds strength. Researcher neutrality was unavailable to me at the time, so I had to get out the big guns. I called up my New Age visualization skills, and I took a deep breath, secondhand smoke and all. And I imagined that my breath was inflating a shiny soap bubble filled with unconditional welcome. Not tolerance. Not even compassion. Total welcome as is - no comments, no notes.

And as I inflated the bubble, it became big enough to contain my whole body. And then hers. And in that moment, I saw a mother feeding her baby in a world that she didnt trust. I told her that I could see that she cared about protecting her son, and I asked her if she got that from her parents. And then we had a conversation. And I learned about her. I learned why she was afraid and angry, and how she fought through that fear to make a family. When I welcomed this woman unconditionally, I saw her more clearly, but I also loved her instantly. We have been told too often that love is hard. Its not. Love is what happens when we stop trying to figure out who deserves it. Its right there when we stop trying to figure out

who deserves it, and we welcome someone, anyone, exactly as they are, in the moment. Itll be two more years before I learn to do this with all the parts of myself. But it started just as simply; a part of me had become very chatty - a part that was afraid and angry, whiny, demanding, unreasonable and relentless. She told me that we were never going to get better. She wanted out of here. I asked her what I could do. She only told me she wanted to die, over and over and over and over. I begged her to shut up, and she did not. Finally, after weeks of harassment, whether out of exhaustion or epiphany, instead of shouting back, I took a deep breath. I became my own moderator. I said out loud in a voice that surprised me: Thank you for sharing. Im going to remind you of our agreement to be honest and reasonable.

And she answered me - that voice. Now, don't get spooked. This is all just thinking happening.

But the part of me asking and the part answering did in fact seem like different parts. She told me that she was in a lot of pain. And I told her: I know. And I promise you I'm going to take care of you. But I need you to get on board. I will listen to you, but I will not obey you. And as clearly as I'm speaking to you now, she said okay. And then we started to talk. As I continue the dialogue with myself, I found more of me, more voices with more points of view, some of them more fun than others. And the imagined landscape of my mind began to look a lot like a focus group. This round table of wildly mixed characters and one moderator keeping some kind of order

with honesty, boundaries, kindness, and most importantly, gratitude. I thank my selves for their contributions. No matter how bonkers or twisted they may seem, because were all me. I think of my fragmented self less like broken mirror and more like a prism. We're full spectrum. Today, there isn't a voice in my head that I don't welcome. And while some of us are occasionally unreasonable, we're not mean. Even my whiny, shamey voice is trying to help in her weird way. But when I ask her to be clear and kind, she tells me exactly what I need to know: what she needs to feel better and what she'd like for me to learn. But just like the scared and angry mother, she only does this when I accept her exactly as she is in the moment. So while my openings for self-talk and focus groups sound almost identical, the closings are a little different.

At the round table, I would hand out parking validation, remind everyone to sign for their cash, but when I'm with all of me, I say: I love you. Thank you for helping me see what you see - which is why this practice is so useful for all of us here with our different perspectives, inside and outside of one another. If we can receive one another with the curiosity and welcome of a focus group moderator, perhaps we can do a better job of love. Because it is not true what they say: that you can't love anyone until you love yourself. Love is a house you can crawl in through a window. If you can't start with yourself, start with the person next to you right now whether you know them or not. All you have to do is let them be here. It's easy, isn't it? Wherever they've been,

whatever they're carrying, whatever talents they have or don't have, whatever mistakes they've made, can you just welcome them here? Can you welcome you? We're here right now, like this. We're beautiful and strange and complicated and scared and sometimes kind of horrible. But all of us are worthy of welcome. And everyone that you show unconditional welcome may show you a part of yourself to love. You are welcome. Thank you.

How to uncage the confidence within _ Holly Smith's Transcriber: Priscila Rabello Reviewer: Manlin Fang Whew. You know, for as long as I can remember, confidence has been my co-pilot. And if you knew some of the stunts that I pulled off, one might say I had uncaged confidence. You see, as a

little Navy brat, I grew up on military bases across a variety of states and countries, and as a young professional, I lived in Washington, DC, where I worked as a presidential appointee until I walked away from that six figure job just to pursue a romance overseas with a snarky Englishman by the name of James Anthony Woo. And not soon after. And I do mean so. I hope to U-turn back to America to explore this place called California Dreaming. And in

each one of those choices, I took considerable risks against these unknowns my financial security, my physical safety, and my open heart. And you know what? I was experiencing life, meeting me precisely at my level of confidence. And the more I practiced it, the more riveting life had become. But what happened next would actually crush that confidence and profound fashion. And in the face of a life threatening Challenge. My confidence took her last breath against a story that I made up, a story of sabotage that would, in effect, become my cage. When Doctor Mitchell called me that Tuesday to tell me that I. I had breast cancer, my mojo, she took off like a thief in the night. Yeah. This was an invitation to look death intimately in the eyes and examine my life differently. And in that moment, I could either stand in my confidence

and explore what cancer came to teach me, or I could stay locked in a cage. Thank you. And I, we we face countless decisions every day, and some are easy and some are difficult. But in each case, confidence is a choice. She is grounded in our core values, and she is a practice available to us all. So we either get to meet life with confidence, we get to do that, or we allow these stories of lack and limitation to put us on lockdown and in prison. In my cage, I locked that door behind me and I fixated on this narrative that cancer came to kill. And I'll tell you, initially I, I did try to flush that stinking thinking, as I reasoned. Wait a minute. That that that story can't be true. I'm in the prime of my life. I'm. I'm physically fit according to my favorite genes. And and I'm living my purpose as the CEO of a women's global leadership lab. I mean, come on, how can cancer up and

alive packed with such Potential. Still, I hibernated in that cage like a bear in the woods for the next year, and I would go on to consume volumes and books and podcasts on how chronic disease may be impacted by stress and all of that stuck energy of those repressed stories dying to be released. And it turns out cancer taught me that I had crushed my confidence and crucial areas. But what I forgot in that awfully dark chapter is that life doesn't happen to us. It happens for us. All of it. So whatever your cancer equivalent may be, your company folds. You survive domestic violence, or you even lose a precious child. All struggles are invitations for our highest growth, and I would not be on this stage if it weren't for that cancer detour. And it turns out cancer taught me I needed to find the gifts in my diagnoses, and I did. But I got to warn you, never underestimate

the power of your story. Mine tried to convince me I was powerless. But what's different now is that I choose confidence with most of the awareness that she is always a choice. And for those of you that

aren't choosing confidence, I got an invitation for you. I want you to pour gasoline on all of those stories that caused you to forget your power too. I sure did, and this is how I did it. So once unpaid, your confidence with these three keys and I will tell you. You hold that master key. When you master the awareness of the power to choose and listen. You and I are never going to tame the jungle out there. Ain't gonna happen. Only the monkey mind upstairs. And so, when facing your next challenge, I want you to ask yourself. What can I learn from this? Rather than why me? And I'm telling you, in this very subtle shift, when you grasp the why, it actually it strips your power. But when

we choose, what is it that connects? And this is how I engage my confidence, and I operate with a sense of freedom that I value above all else. And this is how I engage my confidence. Okay, so the second key is doing it in service of your core values. And I am going to beg you right now on Candid Camera. Please take the time to understand your core values, because as you practice confidence grounded in those, your power will follow. Because in the classroom called life, right? Confidence is your instructor. And those core values, they actually override those stories. You see, when I shifted from a victim of cancer and I greeted her as the teacher she is, I am in service of my core values of personal growth and self mastery. And this is how I uncage my confidence. All right. So the next question is all right Holly. So I'm going to be choosing confidence and every every chance.

But how do I choose confidence in a world that pumps out as much fear and doubt as it did in your Ted talk before 500 Moxie Women. Well, the third key requires a recognition that confidence is not a fixed trait. She is an attitude that you practice, repeat and rehearse and confidence it comes from you by doing it. How? Even going off the rails, I sure did. This is how we grow. And let's also delete this really silly myth that in order to be confident that you have to be fearless. Because that, my friends, is utter rubbish. True confidence learns to dance with fear and knows the two coexist. And on the other side of every fear bomb is a spectacular invitation for propose, and I submit as evidence. Exhibit A. Now, look, I am on this stage and I am up here. I am spreading my passion around the world.

I want everyone to know how to uncage their confidence. But I submit that confidence is not in some of us. She is in all of us. And as you choose confidence as your co-pilot too, the more you begin to realize that you have had that power all along. Thank you.

I_m bored of talking about Muslim Women _ Suhaiyma when you search Muslim woman TED talk on YouTube these are the first four titles that come up one what does the Koran really say about Muslim woman's age up to the Muslim on the aeroplane three what Islam really says about women and four what do you think when you look at me these are four of hundreds of talks by brilliant intelligent Muslim women women with different backgrounds different dress styles different races and yeah as this titles show they talk about similar issues they battle against stereotypes in fact

misconceptions about Muslim women now they're important conversations don't get me wrong I've had them myself plenty of times but I'm frustrated why is it that women like me in the West have to always talk about being Muslim women is it really the most valuable use of our time and what does it mean when not talking about those are the questions I asked myself when I was invited to speak here today and that the

reason I'm not going to talk to you about stereotypes instead I'm going to ask a question I'm gonna ask why we're so fascinated with Muslim women at all so the usual conversations about Muslim women focus on what we wear our bodies and our behavior seeing us mainly as victims of sexism now you'd assume that that concern would benefit us in some way that would improve our quality of living but the truth is it rarely does because society tends to pick and choose the issues that cares about when it comes to Muslim women and pick and choose which issues are deemed sexist so I'm sure we'll all be familiar with issues like forced marriage female genital mutilation and honor crimes we know to see these as sexism facing Muslim women but were less familiar with thinking about the way sexism harms Muslim women more broadly were less familiar with thinking about the way sexism overlaps with racism and Islamophobia and that means that we don't also think about the issues facing Muslim women

like the physical and verbal harassment visibly Muslim women face day to day due to Islamophobia were less aware of the fact that Muslim women are discriminated against in employment in the workplace we rarely think about the issues of migrant refugee and asylum seeking Muslim women and I don't think we even know what the issues of Muslim women in detention and imprisonment are so this picking and choosing of the issues we care about when it comes to Muslim women means we don't actually help women like me with the whole range of problems that we face instead our picking and choosing makes it seem that all of the problems facing Muslim women come from Muslim men and from Islam in that hypocrisy we make it seem that sexism is a Muslim problem when in reality sexism is everybody's problem I'm gonna give you a few examples to show this hypocrisy more clearly so last year in southern France some beaches tried to ban the burqini that's a full body swimsuit that some women wear to the beach the assumption behind the ban was that Muslim men force

Muslim women to cover their bodies so in order to liberate them do be made to undress but the irony is that forcing somebody to undress is just as violent and oppressive as forcing them to dress a certain way in reality very few feminists came out to cry that the ban removed from women the choice to do what they want with their own bodies a usual feminist rallying cry to me this shows the hypocrisy instead of the ban being seen as sexist the sexism that was focused on was the assumed sexism behind why women dressed as they did is hypocrisy another example is the focus on honor crimes so honor crimes are associated with Muslims particularly of South Asian heritage there seem

to happen when girls or women behave in ways their families disapprove of and it leads to violence and sometimes murder now that kind of violence is used as proof that Muslims are much more misogynistic than the rest of society this kind of misogyny is incomprehensible to us but the truth is

in Britain we're very familiar with this kind of violence in fact when it happens in non-muslim households we know it as domestic violence and domestic violence leads to the murder of two women a week in Britain 10 to 12 women a year are killed in honor killings in the UK and two a week in domestic violence cases neither number is justifiable but the point is if we actually cared about Muslim women we would clarify these connections think about why there is violence against women rather than just sensationalized the violence in one type of household and pretend it doesn't happen in the other so the burqini ban and honor crimes are just two of many examples I could have given you to show you the hypocrisy behind our picking and choosing of the issues we care about when we talk about Muslim women rather than benefiting women like me what we do is make it seem that all of Muslim women's problems stem from Muslim men and Islam that means women like me only ever get to talk about those stereotypes

as the talk titles I already showed you sure it means as a society we believe that were justified in dehumanizing Muslim men because they're the real villains in society so we detained them without conviction we arrest them without reasonable suspicion and most importantly by scapegoating sexism as a problem of Muslims we ignore conveniently that we live in a deeply sexist society I mean rape culture is a term we have for the kind of society we live in it's commonly acknowledged the people who aren't men don't feel safe to walk home alone at night that's why I'm bored of disproving stereotypes about Muslim women there is a much bigger battle to be fought and I ask you to fight with me next time you see a headline about Muslim women ask yourself this am I really being asked to care about Muslim women or am I being distracted from something bigger don't just feel sorry for the women you read about consider are they're not parallels in this story to my own life so my own household on my

own neighbourhood because there are and those connections are we begin to dismantle oppressive structures in society look closer listen harder and ask more questions thank you you

Identity crisis under a hijab _ Mecca Muhammad _ T

go back to Saudi Arabia why don't you kill yourself with your scarf why don't you use your shrieking voice and call your Gods why do people make these jokes where do stereotypes come from what do you feel like when you're going on vacation relaxed eager excited or are you nervous for the from the random and unnecessary checks from TSA being felt up by an attending not caring if they mess up your scarf asking what's underneath the hijab feeling exposed in the airport line when they lift up

your skirt just to check I always wish I had the confidence to speak up instead of looking down and wishing it was over try living as a black Muslim woman here in America in 2017 cultural racism has become so normal that there are glares and stairs young girls can have their hijabs pulled off and there are no consequences close friends and myself

have had our hijabs ripped off because it didn't seem normal wearing a scarf might seem insignificant but it's a large part of my identity there are three types of head scarves the first is the hijab which is the most simplistic covering which I am currently wearing in the next is the Nik it is where a cloth it covers one side and connects to the other leaving the eyes to be shown the last is the bka which is a full body and face covering leaving a mesh window of transparent cloth for a woman to see out of a scarf is literally a layer it symbolizes and it covers me and it is part of who I am but like all things with layers it tells you something about me but it doesn't Define who I am I I am a black woman I am a Muslim woman I work hard at school I play golf and I run track I bake I am not afraid to speak up I am traveling and experiencing other cultures I am volunteering around the community I am Mecca meaning the holy city I am American my parents are American my ancestry goes back to the

Cherokee Indians here I am wearing a hijack it may seem insignificant but I refuse to be solely defined by it see definitions are a tricky thing if I were to ask you what Islam is could you define it could you distinguish it from Muslim so what exactly is islamophobia the dictionary states that Islam is the religion of the Muslims and the Muslims are the followers of the religion of Islam yet the actual definition of Islam literally means peace when a Muslim sees you they greet you and sayam allum which translates to peace be upon you a Muslim is one who follows the practices of the religion of Islam islamophobia is not an uncommon term we hear it so often in conversations we read about it in papers we see it on the news but do people truly understand what islamophobia means it is according to Webster dictionary islamophobia is the discrimination against Muslim people the irrational fear the aversion to Islam

and it emerged as a new word in the early 1970s but it it became increasingly Salient during the 1980s and the 1990s and reached new public policy prominence with the report entitled islamophobia a challenge for us all but the term it embodies so much more to me it is a local an arbor woman being told to kill herself at a local supermarket it's a young seven-year-old having her hijab ripped off and pulled down pushed down a slight a flight of stairs it is a woman in London of December of 2016 having her hijab ripped off and then dragged down a popular shopping street it is having your own classmates question and judge whether you're a part of a terrorist group think about that your own friends you grew up with all your life questioning you while in reality 97% of those killed by these terrorist groups are Muslim of those fatalities most have occurred in heavily populated countries such as Afghanistan Iraq and Pakistan it is frustrating to have this word

because it means the problem is

prevalent enough that a word had to be created to Define it it means that we allow islamophobia to exist and we perpetuate the stereotypes that surround it so how can we allow for fear to take over when when this nation was built on the fundamentals of freedom of religion and practice a Muslim woman is endlessly judged and criticized for covering up yet a nun is able to cover herself in worship to God these religious choices aren't as different as many would assume covering oneself is viewed as an expression of modesty it takes courage to go out and wear a hijab orik you have to be prepared for the criticism you will be targeted from that moment on when you start wearing the hijab to break down those stereotypes we must become Enlighten we must educate ourselves to generalize the 1.6 billion in growing Muslims worldwide for the 0.006% of terrorists is the equivalent of saying Christians are neo-nazis and members of the

KKK ignorance arrogance and privilege have caused for so many false illusions so how do we stop the stereotyping about Islam Muslims and islamophobia to fight islamophobia you must be enlightened you must ask for help must seek for clarification visit a mosque during open houses speak have a conversation with a Muslim think about the jokes you State Challenge yourself question yourself challenge others research be open to new ideas and new cultures the change starts with you thank

you

If you want to achieve your goals_ don_t focus on Transcriber: Alina Siluyanova Reviewer: Denise RQ If you want to achieve your goals don't focus on them. That goes against everything we have ever said about goals, right? Everything everyone ever talked about goals, is you pick out what it is you want to do, you set your goals, you write them down, you stay focused on them, you check your list over and over again, you come back to it, and that's how you achieve your goals. What I have learned over the course of my life, and watching other people, and studying other things, is that that's not the way to achieve goals. We all talk about setting goals, but we don't talk that much about how do you actually achieve goals. So, I started learning this lesson with my first girlfriend in life.

Her name was Lasandra Johnson. You guys, who has never seen Lasandra, you have to take my word for it; she was the most beautiful 6th grader God has ever created. And for the record, I was in the 6th grade too.

I used to look at this girl and think every day, "I would love for LaSandra to be my girlfriend." But I was young, and I was afraid, so I didn't go to say anything to her. But one day I was standing on the playground during recess, I don't know where the courage came from, but I decided today is the

day, I wasn't going to wait another day. I turned to my buddy, John Statura, and I said, "John, go ask Lasandra to go with me."

So he goes walking over to her, and he poses the question, her little group of friends giggles,

she says something back. He comes walking back to me, he says, "Reggie, Lasandra said, if you want her to be your girlfriend, you got to ask her yourself."

But I am in 6th grade, I sent my best man. What does she want? But there was no way I was going to ask her myself, so I continued to think about her for the rest of that school year. Summer brake came, and I thought about Lasandra Johnson every day of the summer brake. The next year was 7th grade, and at my school, you had a different class every hour, and lockers between classes. For the first hour I had Woodshop. Lasandra had Home Economics. At my school, you're allowed to change one class as long as the class you are moving out of met at the same time as the class you're moving in to.

So, I walked into the principal's office and said, "I'd like to change from Woodshop to Home Economics."

I walk into a Home Ec room, there are 22-23 girls in this classroom, one boy named Jurgen Kuhn and now, me. I asked the girl named Tara Virgamini to move over so I could sit next to Lasandra Johnson, and that day I asked her to go with me, myself.

Thank you.

Thank you. She said, "No."

That was my first lesson on the prerogative of women that would be many more, but, making a long story short, Lasandra did end up becoming my girlfriend for two weeks and three days later in that school year

but I tell this story because that's the first time in my life that I can say that I purposely focused on the part that was in my control and ignored the part that was outside of my control; that was the first time in my life that I purposely focused on my behaviors rather than my goal. We set goals for ourselves, but our goals are things that are outside of our control. Whatever it is you want to achieve in your life. If you are a student and you want to get an A in a class, that's outside of your control, you don't get to write A's on all of your papers, you have a teacher who is going to grade these papers, give you assignments, somebody else is setting the curriculum, somebody else is grading

you, you don't control what your grade is. If you want to be

the world's best salesman, you don't get to make all the sales yourself, you don't get to do both sides of the transaction, you have to recruit customers into your life. Goals require you to have the participation of other people, therefore, they are outside of your control. So, if you spend too much time focusing on your goals, you'll never achieve them. Behaviors, by contrast, are things that you alone can do, it doesn't take a parent, a teacher, a coach, a friend, a neighbor, a spouse, a child; it doesn't require anyone else, you alone can do behaviors, and behaviors are the things that you focus on in order to achieve your goals. And looking at the situation with Lasandra Johnson and I: when I was focused on my goal,

which was to have this girl to be my girlfriend, I couldn't speak to her if I was walking past her in the hallway. In my head all the time it was, "Lasandra is cute, I want her to be my girlfriend. Lasandra is cute, I want her to be my girlfriend." We're walking past her in the hallway, I'd turn the other way. I wouldn't even say "Hello" to her, because I was terrified, all I could think about was my goal. When she told my friend John, "If Reggie wants me to be his girlfriend, he got to ask me himself," I heard, "Yes".

So, I stopped thinking about the goal, the goal had already been achieved, I came back to focusing on my behaviors. Once I started focusing on my behaviors, I figured out what class she had at first hour, I learned the rules at our school about changing classes, I went to the principal's office

talking to adults, "Hey, listen, I got to change classes, I got a girl to catch."

I walked into the Home Ec room, full of girls. I was afraid to talk to one girl, now there is a room full of girls, and I was like, "Ladies, I am here."

I asked Tara to move over so I could sit next to Lasandra, and she did! I had a little swagger to me because I heard, "Yes." And when I heard yes, I stopped focusing on the goal and I started focusing on my behavior, and I got myself into a position to achieve my goal. She said no at that time, but later she said yes. Years later, when I looked back and thought about that, I thought, "That's really the model for what happens in life, it's a metaphor." If you think about what we all go through,

say, weight loss. We all were on a diet at one point or another - I am on one now, involuntarily, my wife has put me on one - but we all were on a diet at one point or another. And how does a diet start? It starts with a goal. You say, "I want to lose 10 pounds by the end of the year." OK, that's great, you have a goal. If you stay focused on that goal, you will never lose 10 pounds. Because what the next thing we do? We go from our goal to the scale. We say, "OK, I am going to step on

the scale. Scale, please tell me if I've lost any of these 10 pounds. Oh, I haven't lost any. I've gained a pound. OK." And we keep coming back to the scale, and you go through a week where you eat well, you're exercising, you're drinking a lot of water, you're doing all the right things,

and you get on the scale, and you've gained weight; you quit the diet. If you focus on your goal, you won't achieve it. Instead, you have to focus on your behaviors, your behaviors are what is in your control: you control the food that you put in your mouth, you control the liquids that you put in your mouth, you control how much exercise you do, you control how you feel about the weight that you are, you control how you feel about the amount of food that you're eating, you can either feel deprived and miserable, "Oh my God! It's the worst day in the world. I'm eating less than I used to eat. I'm starving all the time. I feel miserable. I can't believe I've almost died. It's awful!" Or you can say, "I'm proud of myself. I'm eating less than I used to eat,

I have this instead of that, I feel good. I know that if I keep this up, when I get on the scale, the scale is going to tell me something good. If it doesn't tell me something good right now, I know if I keep this up, I'm going to get where I'm going." Right now, we treat the scales as if it is an oracle sent down from God to tell us about ourselves. When you are on a diet, it is like, "Oh, mighty Oracle, please tell me what I should think about myself today!" - "You're fat!" - "Ooh!"

The Oracle has spoken. If you focus too much on your goal, if you focus on what it is you weigh, then you're never going to achieve your goal. You have to focus on your behaviors. Think about our kids. We have goals for our kids:

we want our kids to be responsible, we want them to be mature, we want them to work hard in school, to work hard at their extra curricula, to hang out with the right people, we want them to be engaged. We want all these wonderful things for our kids, and because we want these things for them, because we're focused on those goals for them, we spent most of our time as parents being agitated, "Why are you doing that? Told you not to do that. Get over here. Do your homework. What? You're only on one page in? I told you to get your homework done!" And we spend all our time fussing, and fussing, and fussing because these kids won't do what we have in mind for them in terms of our goals; we're focused on our goal. If you're focused on your goal, you'll never achieve it. You have to focus on your behaviors.

Behaviors are things that are in your control solely. So, you can't control what your kids do. You can control your reaction to your kids, you control rewards, you control consequences, you control your consistency, you control whether you deliver on the things you said you're going to do, you control what you respond to your kids at a level 10 or a level 3, you control what you control. And when you focus on the part that is in your control, which is your behaviors, you tend to achieve your goals. So,

how does this work? The way that I do it in my life: when I set a goal for myself, I make a goal, and I say, "I want to lose 10 pounds." So, then, I immediately look and say, "Behaviors are very short-term. I only believe that I can control my behaviors for 7 days, that's it." So, when I set a goal, I say,

"What can I do today that is going to help me to get closer to that goal? What can I do tomorrow that is going to help me to get closer to that goal? And what can I do this week that is going to get me closer to that goal?" Today, tomorrow, and this week. I write things down in those three categories and plan out how I'm going to go after the goals that I have in my life. And that keeps me focused on my behaviors, and I know that if I focus on my behaviors day after day, I keep myself motivated day after day, I feel good about what I've done because I say, "I did this, I did that," I'm not worried about the goal, I'm not worried about how much I weigh, I'm not worried how many sales I've made, I'm not worried about anything - that is outside of my control - I'm focused 100% on the part that is in my control. If you want to achieve your goals, don't focus on them.

If you want to achieve your goals, you have to focus on the behaviors that are the building blocks that get you to your goals. Thank you very much.

Imagine There Was No Stigma to Mental Illness _ Dr Translator: AJ Jungbluth Reviewer: Rhonda Jacobs I know we're only just meeting for the first time, but I'd like to ask you a question, and it's a rather personal question. How many of you suffer from, or know someone who suffers from, a mental illness? Well, think about it. Your family, your friends, your classmates in school, your colleagues at work. I'll bet that virtually everybody knows someone with a mental illness. Now, maybe I should explain what I mean by mental illness. Commonly thought of conditions like depression, schizophrenia, bipolar, and anxiety disorders, and also intellectual disturbances like autism and learning disabilities and ADHD, and addictions to alcohol and drugs. All of these conditions affect the same areas of the brain and disturb, by varying degrees,

the mental functions of cognition, perception, and emotion regulation. So we're not talking about the worried well here or problems in daily living. The World Health Organization has estimated that 20% of the world's population suffers from mental disorder at some point in their lifetime. That's one in five people, over 70 million Americans. A billion people worldwide. So if you do the math, everyone should know someone who suffers from a mental disorder, and the fact that many of us may think we don't reflects three inconvenient truths: that we lack an understanding and awareness of what mental illness is, that we're reluctant or ashamed to admit it, and that mental illness is highly stigmatized. Now, stigma literally means "dishonor" or "disgrace." It's the mark of Cain in the Bible.

It's the "A" on the dress of Hester Prynne in "The Scarlet Letter," and it's the yellow stars that were

emblazoned on the clothing of Jews in Nazi Germany. So why should mental illness be similarly stigmatized? Well, to show you how insidious stigma can be, let's do a little thought exercise. Imagine that you were invited to celebrate your boss's 50th birthday party, and you were picked to give the toast. But on the day of the event, you got sick, and you had to cancel. When you called to cancel, would you prefer to say that you couldn't come because you had a kidney stone or that you were depressed and suicidal? Or would you rather say you threw out your back or were having a panic attack? Or would you rather explain that you were having a migraine headache or you were strung out on prescription pain medication?

If you would prefer the former to the latter in each case, you, my friends, are affected by stigma. Now, I experience stigma every day as a psychiatrist. The profession to which I have dedicated my life is the most denigrated and distrusted of all medical specialties. There's no anti-cardiology movement that's trying to stamp out cardiology,

and there's no anti-oncology movement that's trying to ban cancer treatment. But there's a virulent anti-psychiatry movement that claims there's no such thing as mental illness and wants to eliminate psychiatry. Now, if we thought of mental illness like we do heart disease, then symptoms like depression would be like chest pain. Or anxiety would be like shortness of breath. Or psychosis would be like an arrhythmia. In the former case,

symptoms emanate from the brain. In the latter case, they emanate from the heart. But the brain is infinitely more complicated than the heart, or any other organ in the human body, for that matter. The heart is basically a pump composed of four chambers, a dozen blood vessels, and comprised of two billion muscle cells. The brain, on the other hand, is a three-pound corrugated mass of tissue composed of over 100 billion neurons, which make over 30 trillion connections and form an intricate array of a myriad number of neural circuits, which simultaneously orchestrate functions as basic and vital as breathing, temperature regulation, hunger, coordinate movement. But also form what your personality is and who you are as a person. The brain gives rise to consciousness and creativity, and it also houses the human spirit. It's no wonder that it's taken us

so long to understand the brain and appreciate how it relates to behavior and mental illness. Now, stigma is not unique to mental illness. We've seen it associated with illnesses throughout human history. Tuberculosis, leprosy, cancer. The most dramatic example that I know of is AIDS. In the late 1970s, I was an intern at St. Vincent's Hospital in the Greenwich Village section of New York City when the first cases of AIDS began to appear. I remember seeing patients come into the emergency room with terrible infections, and we couldn't figure out what was wrong with them, and we had no treatments, and they invariably died. Now, this by itself would have been enough to stigmatize this illness, but the fact that it was occurring predominantly in discriminated groups,

including homosexuals and intravenous drug users, made its victims virtual pariahs. But then an amazing thing happened. The AIDS Advocacy Group and community aggressively spoke out. They expanded awareness, and they pressured the government to fund research. And within five years, 1984, two scientists isolated the human immunodeficiency virus, the cause of AIDS. By 1987, AZT was introduced, the first treatment for AIDS. And now AIDS is like diabetes. It's a chronic illness but you could live a pretty normal life with treatment. Contrast the outcome of Rock Hudson, who was diagnosed with AIDS in 1984, and he was dead within a year, to Magic Johnson, who was diagnosed with AIDS in 1991, and he's still alive living a normal life, I saw him on TV the other day, with treatment. That is the power of science

leading to knowledge and awareness and effective treatments. Treatments don't just eliminate the symptoms of the illness. They also eliminate the prejudice and the stigma. Now we're still learning the causes of mental illnesses, but we already have effective treatments which have helped millions of people around the world. In many cases, these eliminate the symptoms of the person's illness, but in some cases, they actually transform their lives. Earlier in my career, I treated a young mother named Sarah, and she suffered from panic disorder, which had kept her housebound for 10 years because she was afraid to go out, a condition called agoraphobia. To start I had to make house calls and visit her at home, and when she opened the door to her home at our first meeting, I saw before me this woman

in a long, black, shapeless tunic with dark glasses and long dark hair. She looked like Morticia from the Addams Family. I began with exposure therapy and then gradually introduced medication. And within a couple of months, she was able to come to see me in the clinic, but she insisted on sitting next to an open door with her bike perched just outside so she could dash at a moment's notice. But within a year, she changed her attire. She was fashionably dressed, cut her hair. She was going out with her husband, socializing with friends, and picking her kids up at school. When we ended treatment, she came to our last session, and she came up to me and thanked me, and she said, "I feel like I've been let out of prison, like I've been given my life back." Now, not all disorders have good treatments. Witness Alzheimer's disease and autism,

and not all patients respond as well as Sarah does. A particularly difficult condition that psychiatrists treat is called borderline personality disorder. This affects young people and produces extreme mood volatility, self-mutilating behavior, and stormy relationships with people. The noxious nature of the behavior drives away family and friends, and even psychiatrists are reluctant to treat patients. One such patient that I treated was named Laurie. She was in her early 20s, a waif-like girl with short hair, large glasses, a very fragile demeanor that could explode into volcanic rage and propel her into aggressive or suicidal behavior. I worked really hard trying to help Laurie control her mood

volatility, stop her from these self-destructive acts. But the treatments I used, the medications I tried,

had limited effects, and when she dropped out of treatment, I felt I really hadn't done very much, and I worried about what would happen for her. So, we don't have treatments for every disorder. And not all patients respond well. But make no mistake, there is indisputably a world of difference between modern mental health care today and what existed for all human history prior to the latter part of the 20th century. So I find it particularly ironic that while people suffered from mental disorders throughout human history because of the fact we had no knowledge and limited or no effective treatments, in the 21st century, when we do have treatments, the biggest barriers are lack of awareness, lack of access to care, and stigma.

So, if there were no stigma, we could launch a public health initiative against mental illness, like we've done before successfully such as with infectious diseases, with heart disease, with environmental toxins like asbestos, lead, and smoking, and we would begin with two simple strategies. The first involves early identification and intervention. And this involves having screening mechanisms in place in primary care settings like family medical clinics, pediatrics offices, obstetrical and gynecologic clinics and offices, and also in schools and in universities, and also in the work place. And individuals who were screened for being at risk for, or having symptoms of, a mental disorder, would be referred promptly to a clinic that specialized in providing the array of treatments

that would be helpful to their condition. The goal of this is to get people engaged early, before the illness has effects on their brain, disrupts their lives, and risks them doing something that'd be harmful to themselves or others. The second strategy would be an approach of providing community-based comprehensive care for people who were already at more advanced stages of the illness and had suffered some disability. This would include medical management, rehabilitative services, and also residential facilities to support people who can't care for themselves and prevent them from falling through the cracks and ending up on the streets homeless, or in prisons, or sequestered in state mental hospitals. So we have the means to do this, and this would provide extraordinary changes in people's lives in many, many ways.

People who are depressed, who studies have shown suffer from symptoms of depression for up to seven years before they get diagnosed and receive treatment, would not have to endure this. And also at the same time while they're waiting to be diagnosed and treated, risk the possibility of hurting themselves through suicide attempts or becoming addicted to something through misguided attempts at self-medication. People who experience trauma from violent crime or accidents or natural disasters would be treated promptly, before they develop symptoms, as they're treated for

their physical injuries, instead of waiting for their symptoms of PTSD to emerge and then having them having to seek treatment. And for people like the first responders and military personnel, who go into harm's way routinely as part of their job,

there would be preventative and decompression treatments routinely administered, rather than waiting to see who develops symptoms and has to overcome the embarrassment of speaking up and seeking help. People who are abusing substances would be encouraged and supported, rather than blamed and shamed, to seek detox, rehab, and maintenance treatment before intractable addictions developed. And one in four women expecting babies would not have to risk experiencing a pre- or post-partum mental condition, but would routinely be treated as part of their pre- and post-natal care and so that they wouldn't have to potentially endure symptoms, potentially harm themselves, or even, God forbid, infanticide. And children who have learning disabilities or attentional problems would be identified early in their educational course. And they would not just

have remedial education, they would have cognitive training, emotional support so they didn't become so frustrated at their failure in school that they resorted to anti-social behavior and potentially ended up in prison. Now, you might be thinking to yourself, "Okay, that sounds good. How much is this going to cost? Can we afford to do all this?" Well, the reality is that health economists have found that providing this kind of proactive mental healthcare would actually reduce the cost of delivering healthcare and result in enormous savings. In addition, the families of people with mental illness would be relieved of tremendous emotional stress and also financial burden. We would also have the benefit from the fact that many of the glaring social problems that roil our society would be reduced or eliminated,

and I'm speaking here particularly about the mass violent incidents that have increasingly occurred. Too many of these incidents have been perpetrated by young males, largely, who are mentally ill and manifest their symptoms long before they committed their crime. They acted strangely. They were in emotional distress. They were socially isolated. But nobody reached out to them for help. Instead, they were shunned, ridiculed, or feared. In some cases, families, friends do reach out to try and get their family members or friends help. Take the case of Gus Deeds, 24-year-old man with bipolar disorder. His father, Virginia State Senator Creigh Deeds, desperately sought to have his son, who was in the throes of a psychotic episode, hospitalized. But to no avail. Subsequently, Gus viciously attacked his father and then killed himself.

So Senator Deeds is now left with scars on his face and pain in his heart, instead of his son. So how can we stop the suffering, the violence, the stigma? We have to begin by recognizing mental illness for what it is, a medical condition that can be treated, like we do physical illness. If you look around you and you saw somebody next to you who was grimacing in pain or passing out or choking, you

would rush up to them or you would ask them, "Is there something wrong, or can I help you?" But we don't do this when we see somebody who's emotionally distressed or acting strangely, or too often intoxicated. But that's what we need to do. We need to be involved, show our concern, don't be afraid to ask, make it your business. What's the worst that can happen?

They say to you indignantly, "Mind your own business"? Or "I'm fine, thank you"? But the best that can happen is you may be able to get somebody help and alleviate unnecessary suffering and potentially harm to themselves or others. Now, that will work for those around us, that are close to us, or that we're with, but to have an effect on the whole population, we need to influence the government and the media, either individually or through advocacy groups. We have to make them understand that mental illnesses are real medical conditions and that we have effective treatments and these must be made available to people. I've been trying to do this by speaking out publicly, including to audiences like you, and writing articles for the lay public and the media.

When Robin Williams died, I wrote an article about suicide, and I received an email in response that was titled, "Message from a patient from very long ago," and I'd like to share this with you. Dear Dr. Lieberman, Last night I read your article about the suicide of Robin Williams and recognized your name. You probably don't remember me, but between the ages of 15 and 30, I was severely mentally ill with borderline personality disorder and depression. I made many suicide attempts and was frequently hospitalized. One of those times I took a large overdose and awoke in the intensive care unit of St. Vincent's Hospital. You were assigned to be my doctor, and I clearly remember how very much you helped me. You probably didn't see it that way, as I know I gave you a really hard time with my acting out

and self-destructive behavior. However, eventually, with a lot of treatment, I was able to get myself together. I got married, enrolled in nursing school, and graduated as valedictorian. For the past 22 years I've worked in psychiatric hospitals. When I look back at just how mentally ill I was early in my life, I would never have thought it could turn out so well, how very fortunate I feel to have a pretty happy life. And so I just had to let you know. What I remember most from when I was your patient is that you genuinely seemed to care about me and didn't judge me. But I suppose the best doctors are always the ones with the most heart. Signed, Laurie. So this was the same Laurie that I treated and feared for so long ago. I was thrilled to know that she had recovered

and to think that maybe I played some small part in this. But what really struck me most about her email was the fact that it wasn't my medical knowledge or my clinical skills that she keenly remembered. It was the fact that I showed compassion for her, and compassion is something that we all can show to people, including those with mental illness. So while science and medicine continues to pursue the causes and the cures of mental illness, I ask that you join me to find the

heart and muster the will to reach out to all people, particularly people who may show signs of mental illness, to raise awareness of the public, of the government, and of the media to end the stigma of mental illness. Thank you for listening.

Increase Your Productivity by 300% in 30 Days or Less

hi I'm Eric we I'm humbled I'm grateful to be here my purpose here today is to change your perspective to give you tools to massively change your life to show you how to increase your productivity by the end of March by 300% and how you just how to set goals that will challenge your perspective adex in order to do that it's important it's important to to to have P perspective to know where you are to think of mission and vision and Legacy and impact for all of us there's a there's a vision there's how we would like life to be there is a mission the steps that we take in life to get there and there also is a legacy and there is an impact those are few part of the projects that I was a part of over the years but this what we want to focus on Mission Vision Legacy impact where are you today where do you want to go in order to share perspective I need to tell you where where I started the fact

that I'm speaking today is really a miracle because at age five I had a car accident that gave me a dramatic brain injury and I lost the ability to speak and I stuttered terribly till age 40 and I stuttered so badly that we went to the speech therapist at age five this is not like the PC speech therapist where everything's going to be fantastic this was the kind who was like life's going to be hard speech therapist so I I'm sitting there in my mind's eye I'm on a chair and my legs are dangling right my legs are dangling because I'm a little guy and the speech therapist said some very difficult things to me he said Eric life is going to be hard for you because every conversation is going to be difficult every new experience is going to be hard and the odds are you'll be a failure the odds odds are you'll stop and you'll be reclusive said however if you push through and if you see every every conversation as a challenge and every obstacle as a stepping stone you can be very successful because you will have had so many obstacles you've

overcome in life by the time you're 10 or 15 more than most people ever deal with but the choice is yours now the big decision I left is what are my parents going to say are they like this person's a quack forget about it or are they going to embrace it and my father said Eric life is hard and it's going to be hard so let's get started so the first day they they set up a lemonade stand for me in front of my house and I stutter right and my name is Eric Weir when you stutter E's are hard W's are hard and I charge 50 cents for lemonade and forget about FS they're impossible so I'm sa the the lemonade stand and people would always come for some reason they have to ask how much is a lemonade and I'd point I'd point to it that never worked they would ask a second time and I'm like it's 50 cents and I was horrified and nervous but I noticed one thing I never once got 50 cents I got a dollar I got

\$5 doar like Yay this stuttering gig works not at school I got picked on but it it was a tool right so I got home

that night uh walking up the driveway my father got home and he goes how was the lemonade stand I said I made \$86 today this is 1972 right and he's like I don't think I made \$86 today and I'm like yeah so the next day I'm an entrepreneur right the next day I drag the table out I make the lemonade bring all the stuff out just just and I had another Banner day we got they got home for dinner my parents opened the cabinets where are the glassware H dishwasher where are they they said' Eric where are the glasswar I said I sold it all and that's what I learned about cost of good Soul so business has a cost right time energy Talent how do we think I I put two charts successful thinking unsuccessful thinking success unsuccessful thinking is thinking who can I blame I was mad at God I was mad at every from I stutter right who can I blame and or do we spend time thinking about who we can put stuff off on or do we spend time owning it I spoke

to a college class at a major university a month ago right and I said I'm going to say something you've never heard said what I said it's your fault and they like that was the most offensive thing and I said No it's it's good though think about it I said you're exactly where you are because of the decisions you've made the beliefs you've had had the friends you've associated with and the effort you've put in you're like wow it's my fault I said that's the good news because now you're not a victim because now you can choose different friends you can choose to invest time differently you can make different choices and you can make a difference so if it's if it's your fault that's the good news you you can make the change and as you move through it's perspective life is all about perspective and where are you today where do you see yourself where do you want to end end up going the most important thing to think about is life is a wheel there are five

FS Faith Family Fitness Finance friends I always put the center as faith my belief system what are your beliefs could be about yourself could be what you believe in that's one thing Family Fitness Finance friends those are the five FS are critical and what's so important about that is I make it a wheel like 1 to 10 from 1 to 10 where are you in any area I've never had everything all all worked out and it's a balance but there's I'm not so sure there is a balanced life there's a life that can be in harmony but I take the test about every 90 days how's my health how's my family how's my fitness what I found in working with people for 30 plus years is we tend to ignore areas for a prolong period of time and if you ignore area for a short period of time you have a new addition to the family well hard to hard to find time to work out hard to do other things right so you're ignoring other areas but the areas you ignore long term consume you in the end if you ignore everything to make wealth then you spend your your your wealth to get

back your health if you ignore relationships then you spend all your time trying to restore them in the

end so where are you spending your time and know one talk I gave I said no one has a round wheel one guy said I do and I'm like wow amazing all these talks no round wheel he goes everything's a two it's all terrible so so that's not the goal but just to be aware of where you are and how you make change but thoughts are things we have to think who are we listening to what friends are in our lives are our friends there you know what it's like you have a bad experience you call you know who's going to take your side right you call those people are they the best people on your life what do you think about what what beliefs do you have and what perspective do you have Henry Ford is famous for saying whether you believe you can or you believe you cannot in either case you're probably right I keep an hourglass on my desk sadly it's not as nice as this hourglass it's a pretty

basic one but when I do it is to remind me I don't know how much sand is above a little Venturi I just don't know none of us know how much time we have left but when we spend our time of the day most of our day is spent thinking about the sand that's gone through and so the at the bottom decisions we've made things we regret things we wish we could change those are things we really have no power over what we can change are the decisions we're making right now so when we think about time be efficient and think about where you can be what change you can make and I want everyone here to be a Visionary a Visionary is somebody who sees things that aren't here and I put a full def definition but let's leave being a Visionary let's leave imagining where things could be where could we finish in life and when we have setbacks I have a podcast and I had a interview a gentleman today named Joe Foster Joe Foster founded Reebok and I talked to him and I said what do you think about business and what would you tell somebody he said I would tell them

to do something that they find fun they enjoyable it feeds their soul so okay that's good advice I said what else he said I would tell them they're going to be setbacks there's going to be problem problems and look at those as opportunities and find ways to over to climb them I think that's fantastic so I'm sharing that with you today so expect setbacks when you have them recognize them review them and make realign what could you do differently in the future and then begin to rebound but to there is no success without setback I've interviewed hundreds of people who've done very well in life everyone has a story everyone has a setback everyone has pain in their life things they wish didn't happen but review them pivot how do you make change and realize that you you've got to watch out for stress stress is part of life how many of us fantasize about a stress-free life one day I'm gonna be on the beach right I'm gonna be here I'm G be someplace there'll be no stress the problem is you

have relatives so you're going to have stress there's no such thing as a stress-free life so the the fantasy is how do you knowing what you now know how do you make the best decisions for you and success is a decision and it's certainly not all Financial I've been with some very wealthy people near the end of their life and guess what they wanted most of time with people they cared about

that's what they had and I asked uh again Mr Foster today when I talked to him he goes I would tell people to enjoy life he came from a his he said his father his grandfa is very successful uccessful did very well financially but he's not sure how much enjoyment he had along the way so smell the roses along the way it's very important when when it comes to life and to to thinking about the future and when you have a chance to to think about where you are today and the difference and where you want to go what I recommend people to do is to really begin to think strategically how do you

how do you think strategically how do you knowing what you now know how do you begin to move ahead and what I like to have people to think about is uh start every day with strategic planning begin to think about what today could I do that can make a massive change in my life and I start every day with that take 20 minutes what one thing could I do in Faith Family Fitness Finance friends what could I do to make a massive change in my life and then the second thing I try to do is then to think defensively are there people I don't want to deal with the phone calls I don't want to have to return or the stuff I have to do the mundane I think defensively and then the next thing I do is I think moonshot what one thing could I do that could massively change my life what one thing could I do that would massively change my life and then I take my time and I take a moonshot every day and a moonshot could be anything if you if you are a chiropractor and you said if I had Clemson University today hire

me as an exclusive that would change everything for me you call Clemson that day the next day if I had USC you call them the next day the next day if I had University of Georgia you call them the next day you take 365 major shots a year for whatever it is for your career and watch how your life changes you won't bet zero and if you do that you will massively change your life and I'll say every day I try to say something it was like Joe Foster founder of Reebok I just called him yeah I'll be on your podcast and he goes yes I call people all the time no I'm busy can't get through but I do it every day and you'll find that that will change your life so think about it take time every morning think offense what can I do to gain ground defense what can I do to hold ground right think strategically how can you make strategic changes in Faith Family Fitness Finance friends and then moonshot that's probably the biggest thing and as I prepare to close it's really perspective and I'm I'm a history buff and I love Winston Church Hill and

the scene is is a 1940s World War II and Winston Churchill is dealing with a people that are downtrodden they're sad they're worried about being overrun by uh by by Germany right Germany had much more powerful tanks they were much more organized they had Machinery they were unbelievably efficient and they were just almost Unstoppable and he talked to the English people and he said to them never ever ever give in never give in never give up unless it's for case of morality our good conscience never give in never give in to a seemingly overpowering Force never never never never never give in that's what he said what happened the next day in England

the whole country changed they didn't have another gun they didn't have another tank another ship another airplane but their perspective changed and if you can change your perspective and change the way you process information and change your belief system and your beliefs about

yourself you too can accomplish just about anything thank you for your

time

Inside the Mind of a Master Procrastinator _ Tim U So in college, I was a government major, which means I had to write a lot of papers. Now, when a normal student writes a paper, they might spread the work out a little like this. So, you know --

you get started maybe a little slowly, but you get enough done in the first week that, with some heavier days later on, everything gets done, things stay civil.

And I would want to do that like that. That would be the plan. I would have it all ready to go, but then, actually, the paper would come along, and then I would kind of do this.

And that would happen every single paper. But then came my 90-page senior thesis, a paper you're supposed to spend a year on.

And I knew for a paper like that, my normal work flow was not an option. It was way too big a project. So I planned things out, and I decided I kind of had to go something like this. This is how the year would go. So I'd start off light, and I'd bump it up in the middle months, and then at the end, I would kick it up into high gear just like a little staircase. How hard could it be to walk up the stairs? No big deal, right? But then, the funniest thing happened. Those first few months? They came and went, and I couldn't quite do stuff. So we had an awesome new revised plan.

And then --

But then those middle months actually went by, and I didn't really write words, and so we were here.

And then two months turned into one month, which turned into two weeks. And one day I woke up with three days until the deadline, still not having written a word, and so I did the only thing I could: I wrote 90 pages over 72 hours, pulling not one but two all-nighters -- humans are not supposed to pull two all-nighters -- sprinted across campus, dove in slow motion, and got it in just at the deadline. I thought that was the end of everything. But a week later I get a call, and it's the school. And they say, "Is this Tim Urban?" And I say, "Yeah." And they say, "We need to talk about your thesis." And I

say, "OK." And they say, "It's the best one we've ever seen."

That did not happen.

It was a very, very bad thesis.

I just wanted to enjoy that one moment when all of you thought, "This guy is amazing!"

No, no, it was very, very bad. Anyway, today I'm a writer-blogger guy. I write the blog Wait But Why. And a couple of years ago, I decided to write about procrastination. My behavior has always perplexed the non-procrastinators around me, and I wanted to explain to the non-procrastinators of the world what goes on in the heads of procrastinators, and why we are the way we are. Now, I had a hypothesis that the brains of procrastinators were actually different than the brains of other people. And to test this, I found an MRI lab that actually let me scan both my brain and the brain of a proven non-procrastinator, so I could compare them.

I actually brought them here to show you today. I want you to take a look carefully to see if you can notice a difference. I know that if you're not a trained brain expert, it's not that obvious, but just take a look, OK? So here's the brain of a non-procrastinator.

Now ... here's my brain.

There is a difference. Both brains have a Rational Decision-Maker in them, but the procrastinator's brain also has an Instant Gratification Monkey. Now, what does this mean for the procrastinator? Well, it means everything's fine until this happens. So the Rational Decision-Maker will make the rational decision

to do something productive, but the Monkey doesn't like that plan, so he actually takes the wheel, and he says, "Actually, let's read the entire Wikipedia page of the Nancy Kerrigan/ Tonya Harding scandal, because I just remembered that that happened.

Then --

Then we're going to go over to the fridge, to see if there's anything new in there since 10 minutes ago. After that, we're going to go on a YouTube spiral that starts with videos of Richard Feynman talking about magnets and ends much, much later with us watching interviews with Justin Bieber's mom.

"All of that's going to take a while, so we're not going to really have room on the schedule for any work today. Sorry!"

Now, what is going on here? The Instant Gratification Monkey does not seem like a guy you want behind the wheel. He lives entirely in the present moment. He has no memory of the past, no knowledge of the future, and he only cares about two things: easy and fun. Now, in the animal world, that works fine. If you're a dog and you spend your whole life doing nothing other than easy and fun things, you're a huge success!

And to the Monkey, humans are just another animal species. You have to keep well-slept, well-fed and propagating into the next generation, which in tribal times might have worked OK. But, if you haven't noticed, now we're not in tribal times. We're in an advanced civilization, and the Monkey does not know what that is. Which is why we have

another guy in our brain, the Rational Decision-Maker, who gives us the ability to do things no other animal can do. We can visualize the future. We can see the big picture. We can make long-term plans. And he wants to take all of that into account. And he wants to just have us do whatever makes sense to be doing right now. Now, sometimes it makes sense to be doing things that are easy and fun, like when you're having dinner or going to bed or enjoying well-earned leisure time. That's why there's an overlap. Sometimes they agree. But other times, it makes much more sense to be doing things that are harder and less pleasant, for the sake of the big picture. And that's when we have a conflict. And for the procrastinator, that conflict tends to end a certain way every time,

leaving him spending a lot of time in this orange zone, an easy and fun place that's entirely out of the Makes Sense circle. I call it the Dark Playground.

Now, the Dark Playground is a place that all of you procrastinators out there know very well. It's where leisure activities happen at times when leisure activities are not supposed to be happening. The fun you have in the Dark Playground isn't actually fun, because it's completely unearned, and the air is filled with guilt, dread, anxiety, self-hatred -- all of those good procrastinator feelings. And the question is, in this situation, with the Monkey behind the wheel, how does the procrastinator ever get himself over here to this blue zone, a less pleasant place, but where really important things happen? Well, turns out the procrastinator has a guardian angel, someone who's always looking

down on him and watching over him in his darkest moments -- someone called the Panic Monster.

Now, the Panic Monster is dormant most of the time, but he suddenly wakes up anytime a deadline gets too close or there's danger of public embarrassment, a career disaster or some other scary

consequence. And importantly, he's the only thing the Monkey is terrified of. Now, he became very relevant in my life pretty recently, because the people of TED reached out to me about six months ago and invited me to do a TED Talk.

Now, of course, I said yes. It's always been a dream of mine to have done a TED Talk in the past.

But in the middle of all this excitement, the Rational Decision-Maker seemed to have something else on his mind.

He was saying, "Are we clear on what we just accepted? Do we get what's going to be now happening one day in the future? We need to sit down and work on this right now." And the Monkey said, "Totally agree, but let's just open Google Earth and zoom in to the bottom of India, like 200 feet above the ground, and scroll up for two and a half hours til we get to the top of the country, so we can get a better feel for India."

So that's what we did that day.

As six months turned into four and then two and then one, the people of TED decided to release the speakers. And I opened up the website, and there was my face staring right back at me. And guess who woke up?

So the Panic Monster starts losing his mind,

and a few seconds later, the whole system's in mayhem.

And the Monkey -- remember, he's terrified of the Panic Monster -- boom, he's up the tree! And finally, finally, the Rational Decision-Maker can take the wheel and I can start working on the talk. Now, the Panic Monster explains all kinds of pretty insane procrastinator behavior, like how someone like me could spend two weeks unable to start the opening sentence of a paper, and then miraculously find the unbelievable work ethic to stay up all night and write eight pages. And this entire situation, with the three characters -- this is the procrastinator's system. It's not pretty, but in the end, it works. This is what I decided to write about on the blog a couple of years ago.

When I did, I was amazed by the response. Literally thousands of emails came in, from all different kinds of people from all over the world, doing all different kinds of things. These are people who were nurses, bankers, painters, engineers and lots and lots of PhD students.

And they were all writing, saying the same thing: "I have this problem too." But what struck me was

the contrast between the light tone of the post and the heaviness of these emails. These people were writing with intense frustration about what procrastination had done to their lives, about what this Monkey had done to them. And I thought about this, and I said, well, if the procrastinator's system works, then what's going on? Why are all of these people in such a dark place? Well, it turns out that there's two kinds of procrastination.

Everything I've talked about today, the examples I've given, they all have deadlines. And when there's deadlines, the effects of procrastination are contained to the short term because the Panic Monster gets involved. But there's a second kind of procrastination that happens in situations when there is no deadline. So if you wanted a career where you're a self-starter -- something in the arts, something entrepreneurial -- there's no deadlines on those things at first, because nothing's happening, not until you've gone out and done the hard work to get momentum, get things going. There's also all kinds of important things outside of your career that don't involve any deadlines, like seeing your family or exercising and taking care of your health, working on your relationship or getting out of a relationship

that isn't working. Now if the procrastinator's only mechanism of doing these hard things is the Panic Monster, that's a problem, because in all of these non-deadline situations, the Panic Monster doesn't show up. He has nothing to wake up for, so the effects of procrastination, they're not contained; they just extend outward forever. And it's this long-term kind of procrastination that's much less visible and much less talked about than the funnier, short-term deadline-based kind. It's usually suffered quietly and privately. And it can be the source of a huge amount of long-term unhappiness, and regrets. And I thought, that's why those people are emailing, and that's why they're in such a bad place. It's not that they're cramming

for some project. It's that long-term procrastination has made them feel like a spectator, at times, in their own lives. The frustration is not that they couldn't achieve their dreams; it's that they weren't even able to start chasing them. So I read these emails and I had a little bit of an epiphany -- that I don't think non-procrastinators exist. That's right -- I think all of you are procrastinators. Now, you might not all be a mess, like some of us,

and some of you may have a healthy relationship with deadlines, but remember: the Monkey's sneakiest trick is when the deadlines aren't there. Now, I want to show you one last thing. I call this a Life Calendar. That's one box for every week of a 90-year life. That's not that many boxes, especially since we've already

used a bunch of those. So I think we need to all take a long, hard look at that calendar. We need to think about what we're really procrastinating on, because everyone is procrastinating on something

in life. We need to stay aware of the Instant Gratification Monkey. That's a job for all of us. And because there's not that many boxes on there, it's a job that should probably start today. Well, maybe not today, but ...

You know. Sometime soon. Thank you.

Invest In Your Mental Health Every Day _ Lindsay F

as I started my master's program I knew I had to go back to therapy for personal reasons and because if I was going to ask people to be vulnerable with me I had to practice being vulnerable first so I found a highly recommended therapist and I booked that intake session as I pulled up to her office I gave myself the ultimate pep talk I told myself I'm going in here and I'm going to be an open book I'm going to talk about how debilitating my anxiety can be what it was like growing up dyslexic I often felt like I tricked my way through life and I was actually really stupid would never truly be successful this is why I constantly needed to achieve things so that I can show myself that maybe I am infected at something how growing up with an Irish immigrant father meant accidents they do not exist and having family a country away comes

with the hardest goodbyes that don't always turn in to see you later and I would finally tell someone about that one night in college that left me so much shame and inappropriate self-blame this is me immediately following that type of dog what can I say I'm a millennial did I really go to therapy if I didn't Snapchat about it and being vulnerable can feel sweaty so I walk into Debbie's office that's my therapist and I sit in her white chair a bold choice if you ask me she's got a fire going two dogs the therapeutic Vibes could not have been higher and then she asked me that golden question what brings you in today I pause take a big deep breath in and I respond nothing really that's it that's all I said me the person who dedicated their entire life wanted to thousands of dollars of debt to become a therapist couldn't open up with time and work Debbie knew it all and more and she helped me grow mentally she helped me find self-confidence in a life without

panic attacks and constant self-doubt she taught me how to do things for myself not for that external validation xiaomi get a pretty clear ADHD diagnosis that was missed when I was a child I spent less time worrying more time living connecting and creating my future when we feel good we do good improving my mental health resulted in my GPA going from a 3.2 to 3.8 I eventually opened up my own practice I started a mental health Tic Tac account that grew over half a million followers and have been featured in mainstream media like Good Morning America the New York Times and the Americana counseling Association I laughed that I just told you how I learned to not measure myself for my achievements and then I just listed all my achievements for you but what I want you to know as I was functioning and I could have gone on gone on without therapy however making the

decision to invest in my mental health resulted in me feeling better internally and achieving more externally I share this with you today because I

want you to know I understand how hard it can be to make the decision to invest in your mental health I've been there I've had those thoughts do I really need therapy Maggie gives good advice I can just call her when I'm anxious and to be honest my goal today is not to convince you to find yourself a Debbie but to inspire you to start your mental Wellness Journey we can't wait our nation is in a mental health crisis one in three people will experience an anxiety disorder in their lifetime 44 of high school students report feeling persistently sad and hopeless 42 percent of women report feeling constantly burnt out at work within one decade suicide rates have tripled for 10 to 24 year olds and 50 of all lifetime mental illness starts by age 14 and 75 by age 25. we have to start paying attention to our Mental Health although many systemic issues contribute to the nation's poor mental health like gun violence housing instability social media discrimination the list goes on

there's also those barriers within us like stigma and lack of understanding of what mental health is so let's break down some of those internal barriers when I talk about mental health people often think of the presence or absence of a mental health condition however mental health is something we all have understanding this helps us acknowledge someone can experience poor mental health and not make criteria for a mental condition an example of this is a teen who maybe is going through their first breakup they don't meet criteria for depression but they're not eating they're struggling to get out of bed and they swear they'll never feel happiness again the World Health Organization defines mental health as our emotional psychological and social well-being it impacts the way we think feel and act it determines how we handle stress relate to others and make Health choices we've often been fed this narrative that mental health is like physical health if you hurt your ankle go to the doctor and

get it looked at if you're struggling emotionally go to therapy and talk about it while this is helpful it is incomplete it puts the burden on the individual to be able to identify when their mental health is struggling enough to reach out for help and people are notoriously bad at recognizing when they need help many of my clients can quickly tell me the first three digits of pi but struggle to give me one word to describe how they feel in a specific moment to put this into perspective I want you to guess how much time on average it takes from the onset of mental illness symptoms to treatment 11 years 11 years so when someone's mental health is struggling to the point that they meet criteria for a mental health condition it takes 11 years for them to get the appropriate treatment so I'm talking to you when I say hope you've learned that mental health is something we all have we can always improve and one thing I do not want to be a barrier for you is stigma or lack

of understanding of what mental health is my dear friend Stacy and I were reflecting on this 11-year

delay and how do we avoid it how do we help people before they're sitting across from us in our office the number one thing we found ourselves coming back to was self-awareness the ability to recognize what you need in any given moment we put a name to it we called it take two but before I explain to you what take two is I want to share with you a time that I needed to take two but did not have the self-awareness to do it so during graduate school before I met Debbie I had procrastinated on a paper and ended up having to pull an all-nighter to finish it my boyfriend knew I was stressed he brought me dinner to try to cheer me up when he arrived and there were two mushrooms sitting on top of my chicken fried rice I started crying when he asked why are you crying I explained you know I hate mushrooms and now I can't eat this dinner you could literally take the two

mushrooms off and you would have never known they were there which is what I typically did but I was stressed if I had better coping skills and self-awareness well one I wouldn't have procrastinate my paper and two if I did procrastinate my paper I would have said you know what Danny tonight I just need to cry over some mushrooms instead I ignored him for the rest of the night so building self-awareness daily helps us avoid in an unavoidable manage emotional distress so now I want to share with you how you can learn to no longer cry over mushrooms like myself we call it take two so tea time take two minutes a day to do a mental health check-in with yourself this can be in the morning at night when your emotions are really high a awareness what are you doing during during this two minute check-in ask yourself how am I feeling what do my thoughts sound like what do my behaviors look like okay knowledge do I need something and if I do make a plan for

that b engage in that plan so now I want to show you a take to moment with a tick tock I created how's my ADHD can make it really hard to do things like brushing my teeth at night I never brush my teeth at night so then I don't want to brush my teeth even though all day I tell myself to do it so then don't brush your teeth at night do it when you think of it like during the day but you're supposed to brush your teeth at night right that'd be ideal but with your brain and how it works that's not working for you so what do I do let's work with your brain so if it's 4 pm and you're in the bathroom and you think to brush your teeth brush those teeth it's better you do it then than not well I guess that makes sense so me and this fake client of mine we took I would argue less than two minutes for that tea to check in on our mental health a awareness my client learned that they were having difficulty brushing their teeth at night okay

knowledge they learned we discussed that it's more important that they brush their teeth than they do it at the correct time so we made a plan brush your teeth when you think of it not just at night e engage this client engaged in that plan and they've been brushing their teeth every day since now I want to back up for a minute before I post a tick tock I typically send it to my mom and I ask for her opinion when I sent her this specific Tick Tock she responded not your best I just hi Mom I decided to post it anyways and it received over 5.3 million views and almost 1 million likes yeah moms can

be wrong as I was reflecting on why this Tick Tock resonated with so many people I turned to the over 6 000 comments and there was one common theme Liberation people felt liberated by the fact that you can take something that you've been taught needs to be done in a specific way and instead find a way that works

for your brain and that's what take two can do for you start to build that self-awareness and make small change and watch big change happen over time so start to take two leave a notebook next to your bed create a note page in your phone and start to build that self-awareness and watch your mental health change thank you

Is Ambition Killing Us__ Tom Savage _ TEDxBristol

so my internet went down for 10 minutes the other day um so I wandered downstairs and had a chat with my family they seem like really nice people sound familiar so familiar that that was one of the most popular letters to a national newspaper this year today I want to ask you why are we more connected than ever before and yet so disconnected from the world and the people around us why do we work harder than ever before despite our wealth development and technology and is this continual striving this Relentless ambition really the Pinnacle of human evolution and enlightenment is this Universal desire for an iPhone 6s or an iPad really the crowning achievement of our Collective cultures histories and Endeavors Now cast your mind back to when you were young what did you want to

be when you grew up so we Tau to dream big I wanted to be a rock star a sportsman a successful businessman preferably all of them at the same time and I bought my first red convertible early in prep preparation for this how about you what did you want to be notice the words to be how many of you whether back then or just now answered Cal content healthy happy over 40% of children surveyed in the UK said I just want to be rich in my case I became an entrepreneur so by day I run a Big Data Business called people graph working alongside Olympic mathematicians and artificial intelligence experts building a people search engine which we've codenamed hugle and over the last few months I've been raising millions of dollars from some of the world's leading investors it's exciting fulfilling and of course ambitious work but and I hope my investors haven't sensed or even maybe smell this I have been doing all of this whilst living rough in the woods in

rural Somerset this morning I did my other business in this bucket so why have I been doing this and why am I wearing this ridiculous outfit you see it kind of represents the way I I feel the somewhat split personality I felt in my life trying to be all of the things that I wanted to be chasing ambition and chasing goals and success whilst also trying to be calm content and happy and instead of achieving both of them I've actually done neither well it's caused me stress and failure heartbreak and upset

I'm neither enlightened nor a millionaire and yet I've seen those extremes and I'm not sure I'd want them either so I've been pushing and pulling and trying to find a way to live that captures the best of both of those worlds after business school I set up a charity 24 hours drive from the nearest telephone in Southwest Madagascar and whilst on a world famous business accelerator program I ended up

living in a van for 4 months on the Streets of San Francisco and I write a blog called Simple Tom where I examine this tension between my desire to save the world and savor it and what I've been slow to realize is that somewhere in these extreme contrasts that I've been injecting into my life I've been trying to balance myself out trying to prevent this ambition from killing my body and spirit so quite often I've wondered what on Earth am I doing and what am I doing on Earth um at which point you might think well that's cute as this privileged Guy having a bit of an existential crisis boohoo well that is what's happening I am but the more I look around the more I notice that the tentacles of this crisis have crept into our everyday lives our ambition is killing us so let's look at my industry technology and all of its promises the greatest minds of Our Generation Now spend their

days trying to work out how to make people click on more adverts and it's working and those apps are tuned to trigger basic psychological needs to release dopamine each time we get a new notification or message and labrats have shown that that dopamine is more addictive than nicotine or alcohol so who are the lab at now our children now spend 6 hours a day in front of screens and adults 8.5 and climbing that's more than we sleep and if you work more than six if you work more than 10 hours a day you are 60% more likely to suffer cardiovascular issues we and our children are more stressed depressed medicated and obese than we've ever been and this ambition for more Technology Innovation progress is gently throttling us and we've hardly even noticed have we learned nothing from Icarus but if it was all bad then it would be so easy to give up and yet it's done so much good lifting Millions from poverty and sickness enabling travel and

comfort and education and connection and of course the spreading of ideas so who calls enough when when do we stop and when do we start what I've been slow to realize is that somewhere in these extremes lies a formula for happiness and my happiness has never come at those ambitious edges but in the middle and and those Ambitions on the horizon some of which I have been lucky enough to achieve have often turned out to be Follies when I've got there and you only have to look at the troubled lives of the Rich and Famous if you're not convinced so for me happiness comes not with this next goal or achievement but from simple things like spending time with friends with nature with family which when I slow down I start to notice and enjoy so much more and what's really frustrating is I kind of know this already I've been told it time and time again that that's an ancient message it's the journey not the

destination and yet we're getting further and further from it so the tedex Bristol team must have known that I needed to reign in my ambitions because I've been given just 10 minutes um so I want to leave you today with two key thoughts the first is choose simplicity so whilst I thought that living in the woods in November would be hard and a real challenge in fact it's been totally wonderful it showed me how easy it is to get away and how unimportant many of the things that I bought or acquired or tried to cram in really are this daily transition from bucket to boardroom and then back again has if anything enabled me to simplify it's shown me that my business isn't about data or about technology but about people and it's not really about the what of the web or the where of the web but who we are and ironically when I've when I've disconnected when I've stepped out of the echo chamber of my industry I've started to understand

where we can make a difference and also be most valuable in the real world so by using less I've understood more now for those fighting to put food on the table asking to simp simplify or go and live in the woods would be an insult but I believe that for those of us here today Simplicity offers us a solution on the other side of our complex lives our Ambitions to do more and faster and harder is killing us and if we continue on this current trajectory our descendants will be unhappier unhealthier lonelier more stressed depressed and less fulfilled with life that's a terrible Legacy if I could sum up everything I've learned in a single quote it would be this Perfection is achieved not when there's nothing more to add but nothing left to take away the second thought today is we need to understand which of our activities are nourishing and what is that sophisticated junk that's being pushed in front of our noses by those clever

people I believe we need to develop a kind of spam filter for the inbox of Our Lives now innovation's amazing and it's powerful but we shouldn't just tacitly accept it so give yourself perspective for me the more I tune into who I am and not what's expected of me the happier I become now Simplicity sounds really easy but in fact it's really hard and yet it's one of the most rewarding things that I have ever done so sh those plans to scale Everest or to climb the corporate ladder I asked you at the beginning what you wanted to be when you grew up let's look at that from the other end of the telescope from Death a palliative nurse asked her patients their dying regrets and she heard the same thing over and over and over again they were I wish I'd Liv my own life and not what others expected of me I wish I hadn't worked so hard I wish I'd had the courage to express my feelings if you're British we can probably excuse you that one I wish I'd stayed in touch with my

friends and I wish I'd let myself be happy those are what I'd like my kids to be when they grow up but before I go I have brought you something in from the woods uh something a little bit embarrassing something quite personal it is of course my bucket list it's my list of all of the things that I wanted to be when I grew up my ambitions and I've been really lucky to have ticked many of the things off on this list um but I've unfortunately got a few left to go like have a threesome damn it and um also

write a hit single um but I want to draw your attention to item number 54 on this list which is I promise give a TED Talk and so today ironically I achieve one of my ambitions and now I'm going to do something I should have done a long time ago

Islam Through Many Lenses_ A Multi-Story Mindset _

you

close your eyes for a moment and picture a Muslim woman whatever comes to mind remember that image now open your eyes and raise your hand if the woman you pictured looked anything like this I'm guessing most of you saw a middle-eastern looking woman in a hijab because you've probably learned through the media through Hollywood even through textbooks to associate this image and this image alone with a Muslim woman in her TED talk the danger of a single story Tyrande Adichie a Nigerian author says show a people as one thing as only one thing over and over again and that is what they become for a long time when I thought of a Muslim woman I also pictured something like this before I pictured myself before I pictured my mother my grandmother if in our minds this becomes a Muslim woman then Who am

I hey jobless seventeen-year-old Canadian with Kenyan roots and Indian ancestry I call myself a Muslim but I don't look like that image in your head and if that image becomes a definition then I don't fit the definition and none of these women from India and China to France and Kazakhstan who all call themselves Muslims fit the definition so who are they in our minds they don't exist at least not as Muslims according to this single story we've constructed and there is an injustice in that I'm here today to talk about Islam but I'm not going to talk about it the way you've probably heard most Muslims talk about it the perception that all Muslim women wear hijab or that they're even middle-eastern is a singular view of Islam another is that Islam is violent or that Islam is peaceful see I can't really say that Islam is violent or that it's peaceful because both of those claims offer a single narrow definition of the truth caught up in this divisive struggle to define Islam as one thing or

another Muslims and non-muslims alike overlook the fact that Islam like any other religion is not a monolith it doesn't have one set of prescribed beliefs and Islam itself can't act you can't hate teach preach or even promote because Islam is not a person and it is the people the believers who have the beliefs as Diane Moore at Harvard Divinity School explains religions are cultural constructs that are constantly being interpreted and reinterpreted over time by vastly different people under vastly different circumstances when we seek to define a religion exclusively as one thing we ignore and diminish the experiences the stories the truths that are excluded we perpetuate what a deep she calls the single story I'd go as far as to say that in our culture today the way we think is in terms of single stories we suffer from what I'd like to call the single story mindset especially although not only

when it comes to Islam so what do we do how do we stop thinking in single stories when we talk about Islam we really should be talking about

the multiple and incredibly diverse Islam's that exist as Edward Said put it this acknowledgement of internal diversity within religion is one of the basic underpinnings of a cultural studies approach to understanding religion we like to think of religion in a sort of vacuum but as Diane Moore explains in her EDX course on religious literacy religions do not exist separate from the human experience isolated from time and space religions are embedded in cultural contexts essentially you can't take any Muslim Christian Jew Buddhist or Hindu and analyze their religious beliefs without looking at their political historical Geographic circumstances their culture in short context really is everything the cultural studies approach combats the single story with a sort of multi-story mindset now I'm not here to try and tell you which interpretation of Islam is right or wrong legitimate or not my goal is just to show you the variety that exists within interpretations of Islam so it's

one example of that that variety let's look at the concept of jihad in Islam and how it's been incredibly dynamic throughout history jihad an Arabic word appears several times in the Quran and it literally means struggle however in recent history with terrorists claiming a sort of monopoly over the term many of us in the West have come to think it means holy war but that's just one interpretation it's a single story of jihad this past summer I interned as a research assistant to dr. Ali Hassan II professor of Indo Muslim religions and cultures at Harvard to help research with a book he's writing the book is on Muslim understandings of Islam in one section of it traces the different interpretations of jihad over time using the cultural studies approach even in the prophet's era she had had a range of meanings it could mean physically fighting those who attacked the Prophet and his followers but it could also mean striving to take care of your parents in old age or struggling against your own ego later in the eighth and ninth

centuries of the rise of Arab imperialism and the urge for conquest some Muslims invoked jihad to legitimize political goals and in the late eighteen nineteen hundreds it was actually in the context of European colonialism that many Muslims in countries like Algeria Libya and India used jihad to rally citizens around anti-colonial movements fast forward to the late 1900s during the Cold War and it was the United States that energized and endorsed the interpretation of jihad as an armed struggle revitalizing the concept of the holy war in order to mobilize Muslims in Afghanistan against the Soviets it's also interesting to look at how some Muslims interpret jihad today in some more modern and progressive contexts take Amino a dude an african-american Muslim feminist who calls her work advocating for gender equality the gender jihad or take Parvez Sharma an Indian film director who made a documentary on gay rights called a jihad for love now is another example of how religions are

embedded in cultural contexts let's talk about women in Islam like me you've probably heard some people say that Islam oppresses women but Islam itself can't oppress anyone or anything and we can't make statements like this without compromising a large chunk of truth there are Muslims and even Muslim majority countries that don't treat women and men as equals but there are also those that do with an any religion there exists not only differing but also completely contradictory interpretations and beliefs and what's more productive I think in trying to deny contradiction and to take polar opposite sides is to try and understand why and how those contradictions arise as many of you may know in Saudi Arabia the government only recently ruled that women be allowed to drive without the permission of their male Guardians and there are still many restrictions on women's rights in the country CNN reports that Saudi women still can't marry divorce travel or get work without permission from their male Guardians but just because this takes

place within a Muslim majority country doesn't mean that the oppression of women is an Islamic problem Wahhabi ISM the specific type of Islam that Saudi Arabia was founded on that it thrives on today has been described by the global community as puritanical ultra conservative and it represents a very very small minority of the many Islam's that exist around the world today in 1985 in a speech Pakistan's first female Prime Minister Benazir Bhutto declared it is not Islam which restricts women it is not Islam which provides for discrimination it is men it's no surprise then that some men like many wahhabis who live in patriarchal societies and want to preserve their dominance over women will interpret the Quran interpret Islam ways that justify the oppression of women like believers of any faith they interpret religion within the bounds of their existing contexts and ideologies Saudi Arabia is also just one Muslim majority country of around 50 worldwide each with their own distinct histories

consider the fact that the United States has yet to have a female president and that Pakistan Bangladesh Turkey Indonesia Kosovo Senegal and Kazakhstan are all Muslim majority countries that have had a female head of government or head of state also keep in mind that even in predominantly Christian countries like the u.s. women could even vote until the early 1900s speaking of Christianity the cultural studies approach doesn't just apply to Islam many of you are probably familiar with this image of Jesus and this is likely how most Westerners see him but travel across the world and you might find a people who believe that Jesus looked like this or like this or like any of these other different depictions situated in different cultural contexts and just as Muslims can find justification for hegemony terrorism and social justice all in the same religious Scripture the Quran so can Christians and there's at one point the American South and the KKK used the Bible to legitimize slavery and white supremacy

while in the 1960s African Americans used the same text to support race racial equality and freedom as Margaret Atwood and author wrote in an article entitled the battle between action and belief

Northrup Frey used to say that the Bible is not a book you judge it's a book that judges you since there are so many contrary opinions and teachings in it the group of them you select will say a lot about who you are so let me now tell you a bit about my Islam and by extension a bit about who I am and why I'm standing here today I could tell you about growing up in Canada as a first generation Canadian or about my mother's passion for social development in health care I could tell you about living in Calgary Alberta with a Muslim mayor and a strong Shia a smiley community or about my liberal arts boarding school in Massachusetts and I could explain to you how each of these aspects of my own context my own location and time and space have shaped Who I am what I believe and how I interpret my religion but let me spare

you the long backstory and tell you that I believe in the absolute truth that all people are created equal I believe in the power of diversity and difference so if I did not see in my aslam a fundamentally egalitarian and pluralistic outlook I would not be a Muslim but I do and I am my Aslam means peace justice compassion service but that said that's my Aslam and I know that there are other responds that exist that mean different things to different people I don't believe in wearing a hijab but I respect the decision of those Muslim women who do i as a Shia Ismaili Muslim pray three times a day but I don't see the common Sunni practice of praying five times a day as any more or less legitimate than my own as Amina would do it wrote in a book of her speaking of other Muslims neither their Islam nor my Islam has ultimate privilege we are all part of a complex whole in constant motion and manifestation throughout the history of multifaceted but totally human constructions of Islam I've learned to

accept my place as part of the complex whole that is Islam without absolute izing my interpretation is the true Islam the right one but you might still be wondering why does any of this matter not just to me but to you to all of us we've all heard of this alleged war between Islam and the West but the problem is that it's an imaginary war it's a battle based on a single story that we've constructed in our minds to shift responsibility away from ourselves right now we are more at war with ourselves than we are with each other we are at war with the old tribal impulses that boil beneath our blood with the ancient he instincts to resist change to reject a difference and to gravitate towards the comfort of homogeneity and of simple binaries like moths towards a flame the consequences of the single-story mindset have manifested themselves time and time again only 24 years ago in Rwanda countless Hutu civilians slaughtered 800,000 Tutsis their neighbors their friends even their family members

largely because a single story about the Tutsis prevailed the story that they were taking the best land that they were in the way that they were cockroaches in need of extermination recently the United States has seen a shocking rise in hate crimes against several different groups of people and behind these numbers are living breathing feeling people when an african-american man is

imprisoned for the way he looks he is the victim of a single story when a woman in a hijab is beaten for the way she prays she is the victim of a single story when a gay man is shot for the way he loves he is the victim of a single story and the people who imprison the african-american man who beats the Muslim woman who shoot the gay man they are also the victims of a single story because they are deprived of the infinite joy and enrichment that comes from knowing understanding learning from loving another human being what happened in Rwanda and what happened in Germany in Bosnia even in Mayan Maher didn't happen very long ago

and on the path we're headed it's not long before something much like it happens again the multi-storey mindset may well be the key to our salvation the difference between peace and war on any scale as philosopher and professor Martha Nussbaum wrote the real struggle that democracy must wage is a struggle within the individual self between the urge to dominate and defile the other and a willingness to live respectfully on terms of compassion and equality with all the vulnerability that's such a life entails when we adopt the multi-storey mindset we restore the humanity of the ignored the devalued the excluded and also of the included we also reclaim our own humanity this struggle to transcend the single-story is I think one of the greatest struggles of our time this this is our jihad thank you

Islam and liberty_ Mustafa Akyol at TEDxWarwick

Translator: Camille Martínez Reviewer: Ivana Korom Thank you. A few weeks ago, I had a chance to go to Saudi Arabia. And the first thing I wanted to do as a Muslim was to go to Mecca and visit the Kaaba, the holiest shrine of Islam. And I did that; I put on my ritualistic dress, I went to the holy mosque, I did my prayers, I observed all the rituals. And meanwhile, besides all the spirituality, there was one mundane detail in the Kaaba that was pretty interesting for me: there was no separation of sexes. In other words, men and women were worshipping all together. They were together while doing tawf, the circular walk around the Kaaba. They were together while praying. And if you wonder

why this is interesting at all, you have to see the rest of Saudi Arabia, because this a country which is strictly divided between the sexes. In other words: as men, you are simply not supposed to be in the same physical space with women. And I noticed this in a very funny way. I left the Kaaba to eat something in downtown Mecca. I headed to the nearest Burger King restaurant. And I went there -- I noticed that there was a male section, which is carefully separated from the female section. I had to pay, order and eat in the male section. "It's funny," I said to myself, "You can mingle with the opposite sex at the holy Kaaba, but not at the Burger King?"

Quite, quite ironic. Ironic, and it's also, I think, quite telling,

because the Kaaba and the rituals around it are relics from the earliest phase of Islam, that of prophet Muhammad. And if there was a big emphasis at the time to separate men from women, the rituals around the Kaaba could have been designed accordingly. But apparently, that was not an issue at the time. So the rituals came that way. This is also, I think, confirmed by the fact that the seclusion of women in creating a divided society is something that you also do not find in the Koran -- the very core of Islam, the divine core of Islam -- that all Muslims, equally myself, believe. And I think it's not an accident that you don't find this idea in the very origin of Islam, because many scholars who study the history of Islamic thought -- Muslim scholars or Westerners --

think that, actually, the practice of dividing men and women physically came as a later development in Islam, as Muslims adopted some preexisting cultures and traditions of the Middle East. Seclusion of women was actually a Byzantine and Persian practice, and Muslims adopted it and made it a part of their religion. Actually, this is just one example of a much larger phenomenon. What we call today Islamic law, and especially Islamic culture -- and there are many Islamic cultures, actually; the one in Saudi Arabia is much different from where I come from in Istanbul or Turkey. But still, if you're going to speak about a Muslim culture, this has a core: the divine message which began the religion. But then many traditions, perceptions, practices were added on top of it. And these were traditions of the Middle East medieval traditions.

There are two important messages, or two lessons, to take from that reality. First of all, Muslims -- pious, conservative, believing Muslims who want to be loyal to their religion -- should not cling onto everything in their culture, thinking that that's divinely mandated. Maybe some things are bad traditions and they need to be changed. On the other hand, the Westerners who look at Islamic culture and see some troubling aspects should not readily conclude that this is what Islam ordains. Maybe it's a Middle Eastern culture that became confused with Islam. Let me give you a few examples on the latter issue. There is a practice called female circumcision. I don't know if you've ever heard about it, but it's something terrible, horrible. It is basically an operation to deprive women of sexual pleasure.

I don't want to go into details, but it's something very bad. And Westerners -- Europeans or Americans -- who didn't know about this before, this practice within some of the Muslim communities who migrated from North Africa. And they've thought, "Oh, what a horrible religion that is, which ordains something like that." But when you look at female circumcision, you see that it has nothing to do with Islam; it's just a North African practice which predates Islam. It was there for thousands of years. And, quite tellingly, some Muslims do practice it -- the Muslims in North Africa, not in other places. But also the non-Muslim communities of North Africa -- the animists, some Christians and even a Jewish tribe in North Africa -- are known to practice female circumcision. So what might look like a problem

within Islamic faith might turn out to be a tradition that Muslims have subscribed to. The same thing can be said for honor killings, which is a recurrent theme in the Western media -- and which is, of course, a horrible tradition. And we see, truly, in some Muslim communities, that tradition. But in the non-Muslim communities of the Middle East, such as some Christian communities, Eastern communities, you see the same practice. We had a tragic case of an honor killing within Turkey's Armenian community just a few months ago. Now, these are things about general culture, but I'm also very much interested in political culture and whether liberty and democracy is appreciated, or whether there's an authoritarian political culture

in which the state is supposed to impose things on the citizens. And it is no secret that many Islamic movements in the Middle East tend to be authoritarian, and some of the so-called "Islamic regimes," such as Saudi Arabia, Iran and the worst case, the Taliban in Afghanistan, they are pretty authoritarian -- no doubt about that. For example, in Saudi Arabia, there is a phenomenon called the religious police. And the religious police imposes the supposed Islamic way of life on every citizen, by force -- like, women are forced to cover their heads -- wear the hijab, the Islamic head cover. Now that is pretty authoritarian, and that's something I'm very much critical of. But when I realized that the non-Muslim, or the non-Islamic-minded actors in the same geography

sometimes behaved similarly, I realized that the problem maybe lies in the political culture of the whole region, not just Islam. Let me give you an example: in Turkey, where I come from, which is a very hyper-secular republic, until very recently, we used to have what I call "secularism police," which would guard the universities against veiled students. In other words, they would force students to uncover their heads. And I think forcing people to uncover their head is as tyrannical as forcing them to cover it. It should be the citizen's decision and every individual should decide about that. But when I saw that, I said, "Maybe the problem is just an authoritarian culture in the region, and some Muslims have been influenced by that. But the secular-minded people can be influenced by that."

Maybe it's a problem of the political culture, and we have to think about how to change that political culture." Now, these are some of the questions I had in mind a few years ago when I sat down to write a book. I said, "Well, I will do research about how Islam actually came to be what it is today, and what roads were taken and what roads could have been taken." And I finished the book, actually it's not published - it's coming out this summer. The name of the book is "Islam Without Extremes: A Muslim Case for Liberty." And as the subtitle suggests, I looked at Islamic tradition and the history of Islamic thought from the perspective of individual liberty, and I tried to find what are the strengths with regard to individual liberty. And there are strengths in Islamic tradition. Islam, actually,

as a monotheistic religion, which defined man as a responsible agent by itself, created the idea of the individual in the Middle East, and saved it from the communitarianism, the collectivism of the tribe. You can derive many ideas from that. But besides that, I also saw problems within Islamic tradition. But one thing was curious: most of those problems turn out to be problems that emerged later, not from the very divine core of Islam, the Koran, but from, again, traditions and mentalities, or the interpretations of the Koran that Muslims made in the Middle Ages. The Koran, for example, doesn't condone stoning. There is nothing about that in the Koran. There is no punishment for apostasy. There is no punishment for personal sins like drinking. These things which make Islamic law, the troubling aspects of Islamic law,

were developed into later interpretations of Islam. Which means that Muslims can, today, look at those things and say, "Well, the core of our religion is here to stay with us. It's our faith, and we will be loyal to it. But we can change how it was interpreted, because it was interpreted according to the time and milieu in the Middle Ages. Now we're living in a different world, with different values and political systems." That interpretation is quite possible and feasible. Now, if I were the only person thinking that way, we would be in trouble. But that's not the case at all. Actually, from the 19th century on, there's a whole revisionist, reformist -- whatever you call it -- tradition, a trend in Islamic thinking. These were intellectuals or statesmen of the 19th century,

and later, 20th century, which looked at Europe, basically, and saw that Europe has many things to admire, like science and technology. But not just that; also democracy, parliament, the idea of representation, the idea of equal citizenship. These Muslim thinkers, intellectuals and statesmen of the 19th century, looked at Europe, saw these things, and said, "Why don't we have these things?" And they looked back at Islamic tradition, and they saw what I told you - they saw that there are problematic aspects, but they're not the core of the religion, so maybe they can be re-understood, and the Koran can be reread in the modern world. That trend is generally called Islamic modernism, and it was advanced by intellectuals and statesmen, not just as an intellectual idea, though,

but also as a political program. And that's why, actually, in the 19th century, the Ottoman Empire, which then covered the whole Middle East, made very important reforms -- reforms like giving Christians and Jews an equal citizenship status, accepting a constitution, accepting a representative parliament, advancing the idea of freedom of religion. That's why the Ottoman Empire, in its last decades, turned into a proto-democracy, a constitutional monarchy, and freedom was a very important political value at the time. Similarly, in the Arab world, there was what the great Arab historian Albert Hourani defines as the Liberal Age. He has a book, "Arabic Thought in the Liberal Age," and the Liberal Age, he defines as 19th century and early 20th century. Quite notably, this was the dominant trend in the early 20th century

among Islamic thinkers and statesmen and theologians. But there is a very curious pattern in the rest of the 20th century, because we see a sharp decline in this Islamic modernist line. And in place of that, what happens is that Islamism grows as an ideology which is authoritarian, which is quite strident, which is quite anti-Western, and which wants to shape society based on a utopian vision. So Islamism is the problematic idea that really created a lot of problems in the 20th-century Islamic world. And even the very extreme forms of Islamism led to terrorism in the name of Islam -- which is actually a practice that I think is against Islam, but some, obviously, extremists, did not think that way. But there is a curious question: If Islamic modernism was so popular in the 19th and early 20th centuries, why did Islamism become so popular

in the rest of the 20th century? And this is a question, I think, which needs to be discussed carefully. In my book, I went into that question as well. And actually, you don't need to be a rocket scientist to understand that. Just look at the political history of the 20th century, and you see things have changed a lot. The contexts have changed. In the 19th century, when Muslims were looking at Europe as an example, they were independent; they were more self-confident. In the early 20th century, with the fall of the Ottoman Empire, the whole Middle East was colonized. And when you have colonialization, what do you have? You have anti-colonialization. So Europe is not just an example now to emulate; it's an enemy to fight and to resist. So there's a very sharp decline in liberal ideas in the Muslim world,

and what you see is more of a defensive, rigid, reactionary strain, which led to Arab socialism, Arab nationalism and ultimately to the Islamist ideology. And when the colonial period ended, what you had in place of that was generally secular dictators, which say they're a country, but did not bring democracy to the country, and established their own dictatorship. And I think the West, at least some powers in the West, particularly the United States, made the mistake of supporting those secular dictators, thinking that they were more helpful for their interests. But the fact that those dictators suppressed democracy in their country and suppressed Islamic groups in their country actually made the Islamists much more strident. So in the 20th century, you had this vicious cycle

in the Arab world, where you have a dictatorship suppressing its own people, including the Islamic pious, and they're reacting in reactionary ways. There was one country, though, which was able to escape or stay away from that vicious cycle. And that's the country where I come from, Turkey. Turkey has never been colonized, so it remained as an independent nation after the fall of the Ottoman Empire. That's one thing to remember; it did not share the same anti-colonial hype that you can find in some other countries in the region. Secondly, and most importantly, Turkey became a democracy earlier than any of the countries we are talking about. In 1950, Turkey had the first free and fair elections, which ended the more autocratic secular regime, which was in the beginning of Turkey.

And the pious Muslims in Turkey saw that they could change the political system by voting. And they realized that democracy is something compatible with Islam, compatible with their values, and they've been supportive of democracy. That's an experience that not every other Muslim nation in the Middle East had, until very recently. Secondly, in the past two decades, thanks to globalization, thanks to the market economy, thanks to the rise of a middle class, we in Turkey see what I define as a rebirth of Islamic modernism. Now, there's the more urban middle-class pious Muslims who, again, look at their tradition and see that there are some problems in the tradition, and understand that they need to be changed and questioned and reformed. And they look at Europe, and see an example, again, to follow. They see an example, at least,

to take some inspiration from. That's why the EU process, Turkey's effort to join the EU, has been supported inside Turkey by the Islamic pious, while some secular nationalists were against it. Well, that process has been a little bit blurred by the fact that not all Europeans are that welcoming, but that's another discussion. But the pro-EU sentiment in Turkey in the past decade has become almost an Islamic cause and supported by the Islamic liberals and the secular liberals as well, of course. And thanks to that, Turkey has been able to reasonably create a success story in which Islam and the most pious understandings of Islam have become part of the democratic game, and even contributes to the democratic and economic advance of the country. And this has been

an inspiring example right now for some of the Islamic movements or some of the countries in the Arab world. You must have all seen the Arab Spring, which began in Tunis and in Egypt. Arab masses just revolted against their dictators. They were asking for democracy; they were asking for freedom. And they did not turn out to be the Islamist boogeyman that the dictators were always using to justify their regime. They said, "We want freedom; we want democracy. We are Muslim believers, but we want to be living as free people in free societies." Of course, this is a long road. Democracy is not an overnight achievement; it's a process. But this is a promising era in the Muslim world. And I believe that the Islamic modernism which began in the 19th century, but which had a setback

in the 20th century because of the political troubles of the Muslim world, is having a rebirth. And I think the takeaway message from that would be that Islam, despite some of the skeptics in the West, these days has the potential in itself to create its own way to democracy, create its own way to liberalism, create its own way to freedom. They just should be allowed to work for that. Thanks so much.

It's not About Perfection_ It's About Hard Work_ _

you I'm not gonna start a monologue now so I'm gonna just speak to you so thank you first of all I want to thank you all for this privilege for being here and for listening to stories such you know beautiful amazing that we just just experienced I'm not here to give you life lessons I'm not here to be your life coach I haven't discovered any algorithm or I haven't discovered the secret of levitation by using the strength of your minds not just yet but I'm working at it I'm just here to share my story a story of made of struggle hard work passion failure hard work achievement hard work and humanity so here it goes my name is Mario spezzo as they just said before I was born in a town called cluj-napoca which is in Romania north of Transylvania and I'm not a vampire I'm not Dracula my father is Dracula

Dalbir not me so here it goes I was born in 1983 during that time my country was still under the dictatorship of Nicolae Ceausescu and me and my family were living in cluj-napoca we were living in a in a strange building because we couldn't have the residency in that building it was not existing the building was not existing on the land register if you didn't have residents you can have food rations because food was rationed one kilogram of flour one kilogram of sugar one liter of oil a hundred grams of butter 400 grams of meat and seven eggs per person per month that was all so my mother I was born and my mother gets really worried about this situation and she wanted to put an end to this Ceausescu and his wife in order to keep his people happy and just to make let them know that everything was fine in the country they used to organize parades in the most important cities in Romania and next one was cluj-napoca and he was about to pass just in front of the phantom building so my mother decided to do something about

that so she decided to write a letter to Ceausescu's wife but she didn't write the letter to post it she wanted to deliver it by hand at the parade so everything was ready the army was all geared up policemen dogs snipers watching the place and ready to shoot on command Secret Service's were amongst the people so called security data which was Jessica's private army they were all there so my mother's plan was quite simple if you if you ask me her idea was to get past the army the police with the dogs the snipers Secret Service's with me in her arms and deliver the letter simple as that so the moment arrives she waited for the car to pass by as soon as the car passed by she just threw herself into the crowd she managed to pass by the policeman and just before getting in the middle of the street she was stopped by the army she didn't get shot but that was really close but she managed to deliver the letter a 20 year old girl with a newborn son in 1983 under the Romanian dictatorship hadn't managed to achieve her goal a month later we had a

new house we had residency and food rations after that things started to go worse in my life because we had to move from cluj-napoca we had to move to Timmy shuara Timmy Shara was in the West part of Romania close to the hungry Hungarian and Serbian border because there was no food left in cluj-napoca they often had to go and do the shopping there three hundred kilometres

away same things that you do just in front of your house now they had to do it 300 kilometres away from the town we were living so we had to move to switch to change town the moment we moved to that city the revolution started in that city so tanks snipers actually dead people on on the streets I remember I was I was quite small but not really that small I remember my parents placing woolen blankets on the windows in order for the snipers not to see inside and shoot us then the revolution and ended and I still remember the kind of the the energy that was flowing into into the whole country the whole country was bleeding because everybody lost someone

in that revolution I still remember the the smell of the candles for the dead throughout the city after that my sister was born so it was plus one my parents divorced because my mother couldn't take it anymore my father was a violent possessive alcoholic so she asked for a divorce and she just pushed him away three years later she decides to go abroad and look for a better future so she chooses Italy so me and my sister I was 10 years old she was 9 years old we were left back in Romania for almost about five years then one day she gets back to Romanian actually she tells us that she managed with the papers and all that and she wanted prostitute come to move to Italy so in two weeks time I was already in Rome I was 15 years old not quite a boy but not even a man and here in Italy started my upside down reality I was in a new country I was in I wasn't speaking Italian actually and most of all I did not want it to be here at all I didn't even have the time to say bye to my friends so what do I do here I pretend I'm

invisible so I don't speak at all I just keep my silence for almost three years I used to speak just answer questions if I really had to that's cool I didn't have any friends I couldn't make any friends nobody cared about me about my silence about all my past and all that so amongst my classmates I met just one good friend that is still my best friend was this little kid from the north and east coast of Africa he was born in Naples with a Swedish name that was quite a joke was it so we become best best friends we were the two foreigners in that class he was black I was Romanian it didn't matter we were bonded by our differences actually and by our mutual suffering so besides this small teenager oasis I get expelled from the school I hated that school and how I came out in that school so I started to I started to you know to to be naughty to teachers and to give bad answers back and my degrees were like going really down and they expelled me from that school and it was it was a defeat actually for me and my family was

like really shameful for a student from Eastern Europe with a Russian sort of mentality with excellent degrees coming here in Italy on a scholarship expelled from the school so that was a defeat but that defeat that shame was about to reveal itself later on as the best thing that ever happened to me in life so what happens next I change school alone again no more no more Swedish friend half Swedish half African so alone again in this new school I meet this teacher French teacher very passionate about theater and he kind of he like my name Marius and he used to say all the time oh

ma you scum ug ha Victor you go you have to come and take the acting classes for no reason alright so I just he forced me basically to go there and I still remember my first lesson for this acting class was horrible terrible because I had to do what I haven't been doing for a while live a hundred percent in the present and the rule was which was even worse do it in front of the whole class that was the one rule so it was terrible but

slowly I started to like it I started to go deeper into that and I started to kind of go backwards and my story and I discovered again the beauty of being itself you know and that is I think it's very important you have to get back and dig deep into your roots into into what you are before going out there it's like when you study a play first you do your thing your studying on yourself and your abilities and then you study the character in order to go on stage and doing that I started to change my mentality my the way I used to see the world outside by studying myself the the outside world was why it was quite the same more or less I remember this Italian teacher once told me during the class in front of the home students they she said listen if you don't like things here I think you should go back to where you came from on your rubber boat I would have gone back on a rubber boat there are no rivers or sea to go in a rubber boat I could have gone there by foot it's gonna could have gone there faster by foot so you know the reality

was quite quite the same more or less but I started to understand more you know people suffer how they how they were so so misinformed and all that so I kind of switched something clicked in my mind I'm gonna make an example now hopefully to get to you guys so imagine a bridge you're crossing the bridge next to you there's an insect crossing bridge with you so now the bridge is your reality and what surrounds you is your reality now you're crossing the bridge with your little friend on this planet Earth we all have to respond to physical laws such as force of gravity right but some insects they have some you know some special power so now this insect starts walking next to you and then he goes underneath the bridge now he's upside down but still that is his reality and this one here is our reality they both exist at the same time it all depends on what color you give to that you could be upside down you could be the bug it depends on what color you give to that so after school I decide to audition for

the National Italian drama school of Rome Silvio D'Amico and I got in as a foreign student because the school was open to foreign students foreign students they had to be there like for one year and then he had to leave with no degree whatsoever and they were there in this in this for this year only as a an observer you can just go actively into the into the workshop to just be out there and just take a look at what's going on and then after one year you you were supposed to leave but I asked them I wanted to to be like others so I wanted to continue my my path as an actor in that school so they said we don't we can we can't do that we don't have a rule for that if you want to be in this school you have to leave now and maybe apply for next year take the exams again and all that and just be

with the others so I said okay I'm going to do so I took exams again and I got in again and I forced them to find something some way for foreign students that you know that they could be like the others so now I'm working as an actor my my

acting life is my real job I live off that and during my path from the mute boy that I was when I came here to TED talk that's quite insane is it but you can do that we can do that nothing is impossible nothing is impossible so in during my path what I've learned is that we have to embrace everything that life puts in front of us if you don't like it you change it you give the color to what you want it to be don't look for a perfection there's no such thing as perfection be perfectly imperfect that's what makes you unique it makes us unique I want to leave you with this this phrase I came up with and throughout the years and helped me out nothing has changed I have changed everything else has changed thank you

you you

Kelsang Jampa_ Guided Meditation at TEDxSarasota

Transcriber: Tijana Mihajlovi Reviewer: Denise RQ Our mental peace or inner peace is the true source of happiness, and when I say happiness, I don't just mean superficial happiness, like our ordinary pleasures that easily turn into pain, or our excitements that easily become disappointments. When I say happiness, I mean a deep inner peace and joy, a contentment and well-being that we can share with others. A happiness that makes others happy. It's very beautiful. And also, our inner peace, the source of our happiness, also happens to be the source of outer peace. From inner peace, naturally outer peace will follow. Of course. So, now for the next maybe 12 or 13 minutes,

what I'd like to do is guide a breathing meditation, so you can follow, and collectively we're going to create maybe not world peace, but theater peace together.

It's a good beginning. OK, so to begin. Whenever you begin meditation, the first thing to do is find a comfortable meditation posture. And the most important thing is that your back is nice and straight. This will help you to remain much more alert during the meditation. Your eyes can be partially closed, and your hands resting comfortably inside your lap. And then, allow your mind to just relax, letting go of all ordinary concerns, and temporarily to stop thinking about anything. And then you can turn your attention to the sensation of your breathing. Gently and naturally, inhale and exhale through your nostrils.

Become aware of the sensation of your breath right at the tip of your nostrils as you inhale and exhale. This sensation is your object of meditation. With mindfulness, focus on this sensation, the

gentle rhythm of your breathing, to the exclusion of everything else. If other thoughts begin to arise, resist the temptation to follow them. Remain mindful of the sensation of your breathing, moment by moment. If, at any time, your mind has wandered and is following your thoughts, then immediately, but gently bring your awareness back to the sensation of your breath. Continue to do this until your mind begins to settle or rest in a gentle rhythm of your breathing. And just for the last minute or so, remain mindful of the sensation of your breath. And in this way,

through gentle effort in meditation, when the busyness of turbulent distracting thoughts subside, we have the opportunity to experience our own mind as very still, peaceful, clear, and spacious. And this mental peace is a sign of the much greater potential for peace that already lies within us. We are tapping into our potential to create peace. And before we arise from this meditation, we can develop a determination to maintain this peaceful mind and good heart, and to share this experience with others. In this way, may everyone find true happiness, and may we create peace in our world. And so, when you're ready, you can begin to gently relax your concentration, and as you slowly arise from the meditation, please bring this peaceful feeling with you.

Thank you very much.

Leadership in the Age of AI _ Paul Hudson and Lind Lindsay Levin: So we're living in an era with multiple overlapping disruptions that business is facing, and I want to dive straight in and talk about one of the biggest of those, which is AI. How are you approaching AI? Paul Hudson: You know, AI at scale, it's a whole big subject, of course, but for us, at Sanofi, we aim to be the world's leading pharmaceutical company using AI at scale. Why and how are we going to do that? It's pretty straightforward. We have 23,000 people using AI as often as every month, 9,000 people in the company using AI as often as every day. We're boldly taking on the opportunity to completely disrupt the business. We don't have a choice. It's the fourth industrial revolution. It's here whether we like it or not. And it's amazing how resistant people can be across organizations

and across industries. But we're all in and have been quite public about that. Our aim is to provide daily decision intelligence, to give people a sort of nudge in the right direction, to give them deeper insights, to allow them to be more effective at what they do. And it's real. And it's such a privilege to be involved in it. LL: I mean, you're taking a very aggressive, active stance. What surprised you? PH: Well, a lot of things surprise you about AI. I mean, for some people it's Skynet and Terminator. For some people, they confuse AI with cyber. I'm not saying everything is perfect, but I'm surprised at the number of CEOs or executives who -- Their first response to an AI conversation is

"Governance, controls, rules, principles." Of course, everything has its place, but I think we have to be honest with ourselves. If it is the fourth industrial revolution, which we believe it is, then

hesitating, this fear that can take over, can deprive you of so much opportunity. And you have to go for it. I find that when you talk to lots of CEOs, they really are very hesitant. Some would say even frightened. I look internally, people are frightened that you get this radical data transparency. You can see their data real-time. LL: And you're experiencing that. PH: I've experienced that and still do. You know, people are often shocked that you may get the insight at the same time as somebody lower down the organization. And then there's the lost opportunity to polish a slide deck and re-present it in the way that I'm supposed to be informed.

It's not a deliberate, sort of, misleading approach. It's what people know. They get the insight, they craft the story, they push it upwards. And that's life in many corporations. For us, we get the data, I get the same data every level of the organization does. I get the insight exactly the same time. And then people say, "Paul, don't look, the data is not 100 percent correct." Well, make it correct because the data is live. So if you really jump in and make it correct, it'll better reflect what you're doing, right? But if we wait for perfection it's simply not going to happen. LL: So we're seeing fear and some of that, I guess, is not unreasonable. You know, we read reports about the impact on job losses, for example, to come from AI.

I wonder what mindset you believe people need to adopt in the workforce of all generations, as they approach or we all approach this new future? PH: You know, the adoption of AI in particular is not about jobs. And I know people will think that and inevitably, more meaningful work is created. And of course, some roles change or some skills don't match. And therefore, you know, with the help of many of the people in the room, you get to reshape organizations. But in the end, it's really about using artificial intelligence to create this real momentum of decision making and to be able to take such an advantage over the competition. And we believe, I believe, that if you create more meaningful work and people focus on insights and action and less on Excel and PowerPoint and Word, then there is a chance

that they enjoy their work more. Now it may lead to productivity gains, it may lead to efficiency. It may lead to all those things, nobody's sort of denying that. But what I've discovered so far is when it does, people see it quite quickly and they put their hand up to do something else, or to focus more on insights than ... data crunching and aggregation. You know, I'm old enough to remember when the internet was launched, you know, commercially. And it's sort of similar arguments, even when the cell phone was launched. "Be careful." But the truth is, they made all our lives better. The use cases are coming. But I think we're starting to understand now how much this is going to change everybody's lives. LL: So who is leading this

in the organization? Is it a new generation? Is it specially appointed people? Where's the leadership coming from? PH: It's an excellent question because maybe I'm the last of the great dinosaur CEOs

who got to the top by doing sort of every job. I ran Japan, I ran North America, you know, I was in global marketing. You know, I've done all the tasks, to get to the top, and then I've sort of seen everything. And so I can be involved in every discussion. And now the younger talent are saying, "You didn't see AI, old man." So, you know, "I have a better insight than you do." And "Oh, and by the way, I'm not just going to push it up to my boss, I'd like to tell you myself." LL: Right. PH: So the younger talent, justifiably is saying, "Hey," you know, "I don't need to have

my work shared upwards by a bunch of guys who are all sitting there going, 'What do you think?' and none of them actually know." And so we invert the pyramid. We have to have different people with two, three, four years experience in the room. Because what do we know? And that's sort of exciting, I think, really exciting. LL: So is AI a unique disruptor? If we think about some of the other big challenges, you know, we've got to shift the entire global economy to be sustainable, for example. Is that comparable in terms of complexity? Maybe more so? How do you tackle that kind of an issue? PH: I think these are the big transformational moments for society. And, you know, sustainability is, you know, for many, it was carbon neutrality, then it was net zero, it was go to COP 28,

it was put a poster by the elevator with the meaningful work you're doing to show your commitment. But it's really different now. I think there's a collective realization, certainly in healthcare, that we didn't do well enough. And we're a very purpose-driven organization -- an industry, in fact. We do health, we transform the practice of medicine, we invent miracles often. And so it's very easy to say, look, we're very purpose-driven. But it doesn't abdicate the responsibility of removing plastic from packaging of vaccines and medicines. It's ridiculous to even think you wouldn't have to. Often it's harder with the regulator, by the way, to get that done than with your own people. LL: So you've got those kinds of projects going on, have you? Can you give us an example? PH: We have to do it.

We have to do it because, you know, we have this sort of approach of what can we do that if we don't do, it won't happen? And that's sort of our philosophy. You know, in healthcare, it's a good example, you know, delivery of healthcare creates more carbon than the airline industry. And that's half of that, let's say five percent. Half of that is making drugs, shipping them, doing different things. The other half is people driving to hospitals for an appointment in an overheated, overcooled healthcare practice, too often, without the use of a virtual hybrid delivery of healthcare. And it's the same as the airline industry. And, you know, we feel, because we're in healthcare, we have this unique opportunity. If somebody is pre-diabetic, for example, and you coach them and they change their lifestyle

and don't become a diabetic, that's a difference of them creating 16 tons of carbon as a normal adult, healthy, and 48 tons of carbon in their adult life if they become diabetic. That's a 3X. That's

really meaningful. And if we don't step in and help, we just simply never get there and we're doing a lot of work, I'm doing a lot of work with King Charles and the Sustainable Markets Initiative to get people to decarbonize the delivery of healthcare, because it's such a massive opportunity. LL: And presumably you've got to collaborate in very different ways than in the past to do, you know, you're talking about supply chains to deal with something like plastic. Are you seeing different kinds of skills from people in order to make those collaborations? PH: Well, I think these functions and the sustainability groups, as I said, have come from a poster by the elevator

to being very actively involved in a lot of work to do these things properly. And, you know, you, it's not about a competitive advantage, in Sanofi being better at wastewater management or renewable energy than Pfizer or AstraZeneca. That's not a competition. The competition is us versus, you know, destroying the planet. So we work a lot together to do the right thing. I work with Novo Nordisk, AstraZeneca, GSK to try and work out ways to be kinder to the environment in the delivery of health, and it's the right thing to do, right? It's a shared responsibility, a collective responsibility. LL: And we're talking here about big social challenges beyond any one business or industry or even country, with an expectation that business needs to step forward. I think partly driven by the fact

that policy doesn't always work, and we're disappointed with leadership and with government. So a lot of finger pointing as to who's responsible and who can act on these big shifts. I wonder how ambitious and bold do you feel CEOs should be about stepping forward and helping society through some of these mega transitions that we are faced with? PH: You know, it's clear that companies are being pulled more into the conversation about individual's values. And I think people who work in our company, and all companies, start to try and identify themselves, perhaps rightly, with the values of the company. And they're starting to have much higher expectations about the company they work for. And it can be on all the major social issues.

You know, there's been so many difficult moments and tragic moments. I'm often written to by people from all over the world. "You haven't declared which side you're on on this important subject. Why not?" And people want to know that you are fully vested and the company is behind them. To be clear, it's almost impossible to get everything right. The world is almost, you know, perfectly divided. You can pick an issue and half your employees will tell you "We don't agree," and the other half will say, "Well done." And we're not used to that as CEOs, we're used to trying to find the right sort of moment to get the majority to say, "I'm proud of my company." So you have to retreat a little bit and say, I'll spend my energy on making sure whatever the issue, that the people,

90,000 people in our case, get the very best chance to live their best version of themselves. Could be inclusion, it could be race, it could be many different things. It could be LGBTQ-plus. But whatever those issues that are being debated strongly or less strongly in different parts of the world,

it matters to us that our people feel they can be the best version of themselves. So when people ask, "What do you think about this?" "What do you think about that?" I can have a personal opinion, but our organization, if you're looking to match your values with ours, is really about, we're in healthcare, we want you to have the best life possible. How can the company facilitate that in this sort of, maelstrom of subjects? And we focus then -- I'm not saying we're perfect,

I don't think any company really is perfect on this, but the expectation of our own employees to be able to set a standard on an issue and to see it through is real. And leading in these times is more complicated, I think, than perhaps it has been previously. LL: So you're describing a world where the work of the CEO is changing very fast. Could you just sum up for us the role of a leader in this new era? PH: Well, I took this role at the end of 2019 and thought, I will roll through my 100-day plan and I will amble through getting around town halls across the world and shake a lot of hands and do a listening tour. And a pandemic dropped on us within a few weeks after that and worked out of the kitchen not far from here. And the war, Russia-Ukraine, current war, Israel and Hamas, and mentioned the pandemic.

China-US, the social issues. And I think what we realize is leading is I think somebody described it as the perma crisis, you know, a sort of, you know, a cadence of issues that just is relentless. And you really have to have some resiliency leading now, I think, and you have to recognize that there are a series of sprints in the role. There's the fundamentals of the business that must be continued. Then there's a metronome for us. We feel a responsibility to bring medicines and transformational medicines forward is non-negotiable. At the same time, parts of your organization is in a very difficult situation somewhere in the world. And we have to make sure we have the right energy, experts, support, crisis teams, often, more recently to protect our people and to continue the work we do.

We ship drugs all over the world, irrespective of the stance of politics or anything else. People are people and if they're sick we'll help. But it really has got very complicated. So resiliency, agility and being open-minded, recognizing you're not the expert many times, trusting the advice you get from your own people, particularly those on the ground, protecting your people where it's necessary, moving your people where it's necessary. That's the sort of new expectation, really. LL: I mean, I think we're all experiencing this sense of perma crisis. Just to finish, it would be great to just get a sense of what are you really excited about right now? PH: Well, I'm incredibly excited, I touched on it at the beginning about the use of artificial intelligence,

particularly large language models. Because I think it changes everything. It's got me questioning whether I can go back and look at medicines that didn't quite make it, and wonder if we just didn't know enough with the data that we had to look deep enough. It can be, you know, recently we just did our -- this is a small example, but it's just fun, our engagement survey, we had a 409,000

comments, 9 million words. And normally, somebody would make a nice slide deck to tell me, "The organization poll is very engaged. Never been more engaged." "How much more engaged?" "0.1." "OK, good, thank you." Definitely improvement. And so I asked them to run the 409,000 comments through a large language model.

Forty minutes later, it told me the three things that people love about the company and three things that people hate about it. I didn't need a lot of external support, didn't need teams of people. And it was clear, it was no hallucination, because it was there right in front of me. And it made sense. And I shared them with people and they're like, yeah, that's us. And I think that's the difference between meaningful work using -- let's talk about what it tells us about whether our people really like it here and bring their best or not. I think AI for me, a relatively new CEO, I have a chance to disrupt structural biology, electron microscopy, I have a chance to invent medicines and druggable targets that were never touched before. I have a chance to take away the sort of, I should put it, the heavy lifting, unglamorous work

that people don't like doing. I've a chance to reinvent everything, to do it more efficiently, reinvest in R and D. And I have a chance to get ahead of the competition while they're all worrying, we have governance, but every step forward by us is a step of leaving behind those that are overly sensitive, and we're happy to share. But we can do incredible things for patients and for the people in the company by being more bold about stepping into the new world. LL: Your passion is infectious. Thank you. Thank you very much, Paul. PH: Thank you.

Learning to Live with Clinical Depression _ Angeli I wanted to start by highlighting that although I am someone that identifies as a mental health Advocate who probably shares too many personal details about my life online I still really struggle with my mental illness sometimes the thing about clinical depression at least in my own experience is that symptoms aren't always triggered by a major life event you can be successful happy and feel like everything is going right for you until that dark cloud appears I first met my black cloud when I was 14 years old now I do not consider myself an artist by any means but this is my personal depiction of what it looks like sometimes on the outside you would have seen a straight A student someone with a very active social life and a promising athletic career ahead of her on the inside though there was a girl who was battling an overwhelming depression having constant suicidal

ideation and ultimately looking for anything that would numb the pain beyond all the suffering that comes with mental illness there was the infamous stigma that left me feeling ashamed weak and isolated in my bottle I was so scared to tell anyone what was going on inside my mind because I knew I was privileged I had family and friends that loved me a roof over my head food on the table a good education athletic opportunities checking all the boxes I kept telling myself that I wasn't

allowed to feel like this and each day was just another bad day that I needed to get over but it was so much more than that I was consistently forcing myself to be the person that everybody thought I was then I would come home and break down by myself and it wasn't until several years later I realized hiding my depression was only making things worse that probably seems obvious right but as I continue talking about how I

learned to live with my mental illness I want you to remember exactly what we're talking about mental illness or more specifically depression something that completely clouds your thoughts feelings and behaviors when you're going through something like this the things that seem obvious are actually not so easy to do and when you add in Suicidal Thoughts self-harm substance use or other concurrent disorders it only gets harder but receiving the diagnosis brought on a whirlwind of emotions at first it made sense yeah these thoughts I'm having are definitely not normal depression sounds about right then I felt shame what do I have to be depressed about stop being so dramatic Angelica then came the fear sadness and embarrassment but also the validation comfort and insight that I was so desperately lacking

you know I heard about this mental illness thing just a mere few times growing up maybe these people were on to something when they said it actually does exist it is a real illness and it can happen to anybody who would have thought so essentially I had very limited knowledge a great deal of inherited stigma and a lot of confusion about what this all meant for me I did know that I was someone living with a mental illness I did know that the topic of mental health was still very taboo and I did know that I was really struggling and needed to do something about it if I wanted to see myself living past High School I had to find a way to use what I knew to my advantage this black cloud was taking over my entire existence and whatever I was doing was just not working a different approach became essential for survival literally

so I took matters into my own hands I developed an amateur emphasis on the amateur three-step plan for myself solely based on my own experiences with clinical depression the first step is simple acknowledgment after masking my illness for many years it was a big leap for me that I was someone who was suffering from a mental illness someone who needed medication to remain stable and someone who had to work extra hard at Staying Alive sometimes I had to learn to put a name to what I was going through these weren't just bad days or hormonal teenage years it was a severe depression combined with anxiety self-harm and suicidal ideation acknowledging these things gave me the space to understand my illness on a deeper level treat it with the gravity it needed and actually allow other people to recognize the vulnerable state that I was in the second step is acceptance

I am diagnosed with clinical depression and that means that some days are just going to be really

hard I've accepted that these are the circumstances that are sometimes unavoidable debilitating and frequent in my day-to-day life accepting the black cloud days has given me the freedom from having to hide it the permission to feel the things that I need to feel and the ability to intentionally choose coping mechanisms that best serve my current mental state which brings me to the third and final step allowance I pride myself on being very aware of when my black cloud is present with how overpowering it is it's actually not a hard thing to recognize but after simply acknowledging and accepting that it's there I need to allow it to be there while this may sound like I'm giving away my power it actually produces the opposite effect for me at least

I shared how putting on a brave face and masking my illness only made my symptoms worsen but things drastically changed for me when I was able to say both to myself and to others you know what my black cloud is here today I'm not feeling the best I might need some time to sit with this I was no longer forcing myself to appear okay I was allowing myself to not be okay when appropriate of course and although I'm describing this as something like a magic antidote it absolutely does not take the severity of what that black cloud entails away what it does do however is it allows you to find peace in the madness and strengthen the battle I know what this is it sucks it's hard it's scary but you have gotten through this before and you will get through this again this mindful gentle and submissive mentality genuinely changed my relationship with my diagnosis

by making the decision to grow with my illness instead of against it I have gotten so much better at managing my symptoms and ultimately have learned an incredible amount about myself I know some people might completely disagree with this mentality I see the potential harm that can come from befriending your illness for lack of a better term but while I do not consider myself an expert on the topic of depression I am an expert in my personal story I know what it's like to live with this invisible illness and maybe some of you listening to this today do as well the thing with mental illness is that it affects everyone differently there isn't a one-size-fits-all approach to matters as complex as these but when I hear people sharing both what works and what doesn't work for them it allows me to shape-shift and contort all of these ideas in a way that makes sense to me and I truly believe that I have developed a really unique and Powerful

approach to living with clinical depression this was my way of owning my mental illness and making the best out of this unfortunate situation but it isn't always that easy I'm definitely not saying that I'm cured or that anytime my black cloud comes over me I know exactly what to do I wish it were as simple as that in fact my last oppressive episode occurred in December as I Was preparing this speech it was the worst one I had in a long time I had no motivation for anything and I was heavily struggling with self-harm and suicidal ideation I told my therapist that I felt like a fraud for raving about this idea of learning to live with clinical depression when I'm still going through these dark times myself remember when I said that I absolutely do not have everything figured out but that's

exactly what clinical depression is you can't always control

when it will show up and you don't know how paralyzing it will be when that black cloud takes over you lose sight of everything that's why these three simple steps acknowledgment acceptance and allowance have become the easiest most effective way for me to deal with my depression there's one last thing that I want to leave you all with today that is practical for anybody to incorporate into their daily lives regardless of whether or not you battle a mental illness every single person in this room has mental health and I think that's something that unfortunately often goes unacknowledged in our world in the midst of one of the worst depressive episodes that I had ever been through I added one key thing to my morning routine and that was asking myself the simple question what do I need today I'm someone who absolutely lives by my agenda and cannot function without

making a to-do list but what's on those to-do lists though or things that we can't avoid things like work school bills and responsibilities when we write those things down we're forgetting about one of the most crucial aspects of our entire existence the fact that we are humans first when was the last time you added something for you on your to-do list when asking myself this question I developed a very simple check-in practice with myself that really allowed me to prioritize my own well-being on a deeper level to make this easier you can break it down into three main categories or if this doesn't feel true to you I encourage you to create a version of this practice that makes the most sense to you every day I start with this question what do I need today I do a body scan and I ask myself questions is my black cloud here where are my energy levels at what do I need

today then I go to my three pillars where is my mind at am I feeling overwhelmed do I need some stimulation outside of my regular work based on my answers and my own self-reflection I'll decide whether I want to make time to read a book at the end of the night maybe spend a couple hours watching TV to give my brain a break or even just simply practice some positive affirmations next where is my body at am I tired am I craving some movement again based on my answers I'll decide whether I need to make time for a nap add in a workout or maybe just even prioritize hydration and nutrition throughout the day lastly this one's my favorite where's my soul at am I feeling connected do I need to set aside some time for my spiritual health maybe this looks like calling a friend going for a nature walk and leaving my phone at home or burning some incense and practicing yoga the final part of this is taking action

I think about where I may have some gaps in my day to incorporate these things for example it could be taking a walk on my lunch hour cooking a healthy dinner after work and reading before bed or it could simply be lighting a candle taking a nap after work and watching TV before bed it's all about meeting yourself where you're at each day now it is important to recognize that there are only 24 hours in a day and sometimes we just don't have the time or energy to do any of these things

especially when it's a black cloud kind of day but the most important aspect of this entire practice and more broadly our entire lives is doing it with intention intentionality has become the biggest Factor throughout my healing journey and it all starts with what you tell yourself being intentional about your thoughts actions and goals can have much more of an impact than you think it may sound silly to say something like

I'm cleaning my room to feel more organized and create a healthy space or I am going for a walk to move my body and enjoy nature but that mentality actually allows you to see and feel those benefits much more than if you were to say I have to clean my room because people are coming over or I need to take my dog outside ing intentions big or small has largely improved the way that I live and Lead my life what I've shared today may not work or apply to everyone but I can truly say that these things although quite minuscule in nature have changed my life for the better it's actually quite fitting that the theme of this event is the butterfly effect which states that small changes can produce large-scale impact when I change my Approach from masking my mental illness to owning it when I became intentional about making time for myself and when I just started taking time for my mental health not my mental illness

I witnessed the butterfly effect in full force my mind became healthier my relationships got stronger I had a greater sense of self the less goes on and on as someone who used to only see darkness and thought that taking my own life was the only way out I am so proud to be standing here today highlighting that it is possible to own your mental illness instead of it owning you thank you

Lessons from the Mental Hospital _ Glennon Doyle M Transcriber: Tijana Mihajlovi Reviewer: Denise RQ Hi. I have been trying to weasel my way out of being on this stage for weeks.

I am terrified. But about a month ago, I was up early, panicking about this, and I watched an old TED Talk that Brené Brown did on vulnerability. Dr. Brown is one of my heroes. She is a shame researcher, and I am a recovering bulimic, alcoholic, and drug user. So I'm sort of a shame researcher, too.

It's just that most of my work is done out in the field.

And Dr. Brown defined courage like this. She said, "Courage is to tell the story of who you are with your whole heart." That got me thinking about another one of my heroes,

Georgia O'Keeffe, and how she said, "Whether you succeed or not is irrelevant. There is no such thing. Making the unknown known is what is important." So, here I am to tell you the story of who I am with my whole heart, and to make some unknowns known. When I was eight years old, I started

to feel exposed, and I started to feel very, very awkward. Every day, I was pushed out of my house and into school, all oily, and pudgy, and conspicuous, and to me the other girls seemed so cool, and together, and easy, and I started to feel like a loser in a world that preferred superheroes. So I made my own capes, and I tied them tight around me. My capes were pretending and addiction. But we all have our own superhero capes, don't we? Perfectionism, and overworking, snarkiness, and apathy; they are all superhero capes.

Our capes are what we put over our real selves, so that our real tender selves don't have to be seen and can't be hurt. Our superhero capes are what keep us from having to feel much at all, because every good and bad thing is deflected off of them. So, for 18 years, my capes of addiction and pretending kept me safe and hidden. People think of us, addicts, as insensitive liars, but we don't start out that way. We start out as extremely sensitive truth-tellers. We feel so much pain and so much love, and we sense that the world doesn't want us to feel that much, and doesn't want to need as much comfort as we need, so we start pretending. We try to pretend like we're the people that we think we're supposed to be. We numb, and we hide, and we pretend, and that pretending does eventually turn into a life of lies,

but to be fair, we thought we were supposed to be lying. They tell us since we're little that when someone asks us how we're doing, the only appropriate answer is, "Fine. And you?" But the thing is that the people are truth-tellers. We are born to make our unknown known. We will find somewhere to do it. So in private, with the booze, or the overshopping, or the alcohol, or the food, we tell the truth. We say, "Actually, I'm not fine." Because we don't feel safe telling that truth in the real world, we make our own little world, and that's addiction. That's whatever cape you put on. So what happens is all of us end up living in these little, teeny, controllable, predictable, dark worlds instead of all together in the big, bright, messy one. I binged and purged for the first time when I was eight,

and I continued every single day for the next 18 years. Seems normal to me, but you're surprised.

Every single time that I got anxious, or worried, or angry, I thought something was wrong with me. So I took that nervous energy to the kitchen and I stuffed it all down with food, and then I panicked, and I purged, and after all of that, I was laid out on the bathroom floor, and I was so exhausted and so numb that I never had to go back and deal with whatever it was that had made me uncomfortable in the first place, and that's what I wanted. I did not want to deal with the discomfort and messiness of being a human being. So, when I was a senior in high school, I finally decided to tell the truth in the real world. I walked in my guidance counselor's office and I said, "Actually, I'm not fine.

Someone help me." And I was sent to a mental hospital. In the mental hospital, for the first time in my life, I found myself in a world that made sense to me. In high school, we had to care about

geometry when our hearts were breaking because we were just bullied in the hallway, or no one would sit with us at lunch, and we had to care about ancient Rome when all we really wanted to do was learn how to make and keep a real friend. We had to act tough when we felt scared, and we had to act confident when we felt really confused. Acting, pretending, was a matter of survival. High school is kind of like the real world sometimes, but in the mental hospital, there was no pretending. The gig was up.

We had classes about how to express how we really felt through music, and art, and writing. We had classes about how to be a good listener, and how to be brave enough to tell our own story while being kind enough not to tell anybody else's. We held each other's hands sometimes, just because we felt like we needed to. Nobody was ever allowed to be left out. Everybody was worthy - that was the rule - just because she existed. So in there, we were brave enough to take off our capes. All I ever needed to know, I learned in the mental hospital.

I remember this sandy-haired girl, who was so beautiful, and she told the truth on her arms. I held her hand one day while she was crying, and I saw that her arms were just sliced up like pre-cut hams.

In there, people wore their scars on the outside, so you knew where they stood, and they told the truth, so you knew why they stood there. So I graduated from high school, and I went on to college, which was way crazier than the mental hospital.

In college, I added on the capes of alcoholism and drug use. The sun rose every day, and I started bingeing and purging, and then when the sun set, I drank myself stupid. The sunrise is usually people's signal to get up, but it was my signal every day to come down - to come down from the booze, and the boys, and the drugs, and I could not come down. That was to be avoided at all costs, so I hated the sunrise. I'd close the blinds, and I'd put the pillow over my head,

while my spinning brain would torture me about the people who were going out into their day, into the light, to make relationships, and pursue their dreams, and have a day. And I had no day; I only had night. These days, I like to think of hope as that sunrise. It comes out every single day to shine on everybody equally. It comes out to shine on the sinners, and the saints, and the druggies, and the cheerleaders. It never withholds. It doesn't judge. If you've spent your entire life in the dark, and then one day just decide to come out, it'll be there, waiting for you, just waiting to warm you. You know, all those years, I thought of that sunrise as searching, and accusatory, and judgmental, but it wasn't. It was just hope's daily invitation to me to come back to life.

I think if you still have a day, if you're still alive, you are still invited. I actually graduated from college

- which makes me both grateful to and extremely suspicious of my Alma Mater -

and I found myself sort of in the real world, and sort of not. On Mother's Day 2002, - I am not good at years, we'll just say on Mother's Day - I had spun deeper and deeper. I wasn't even Glennon anymore. I was just bulimia. I was just alcoholism. I was just a pile of capes. But on Mother's Day, one Mother's Day, I found myself on the cold bathroom floor, hungover, shaking, and holding a positive pregnancy test. As I sat there with my back literally against a wall, shaking, an understanding washed over me. In that moment, on the bathroom floor,

I understood that even in my state, even lying on the floor, that someone out there had deemed me worthy of an invitation to a very, very important event. So, that day on the bathroom floor, I decided to show up, just to show up, to climb out of my dark, individual, controllable world, and out into the big, great, messy one. I didn't know how to be a sober person, or how to be a mother, or how to be a friend, so I just promised myself that I would show up and I would do the next right thing. "Just show up, Glennon, even if you're scared, just do the next right thing, even when you're shaking." So I stood up. What they don't tell you about getting sober, about peeling off your capes, is that it gets a hell of a lot worse before it gets better. Getting sober is like recovering

from frostbite. It's all of those feelings that you've numbed for so long, now they're there, and they are present. At first, it just feels kind of tingly and uncomfortable, but then, those feelings start to feel like daggers. The pain, the loss, the guilt, the shame - it's all piled on top of you with nowhere to run. But what I learned during that time is that sitting with the pain and the joy of being a human being while refusing to run for any exits is the only way to become a real human being. So, these days, I am not a superhero, and I am not a perfect human being, but I am fully human being, and I am so proud of that. I am, fortunately and frustratingly, still exactly the same person as I was when I was 20, and 16, and 8 years old. I still feel scared all the time, anxious all the time,

oily all the time. I still get very high and very low in life, daily, but I finally accepted the fact that sensitive is just how I was made, that I don't have to hide it, and I don't have to fix it. I am not broken. I've actually started to wonder if maybe you're sensitive, too. Maybe you feel great pain and deep joy, but you just don't feel safe talking about it in the real world. So now, instead of trying to make myself tougher, I write and I serve people to help create a world where sensitive people don't need superhero capes, where we can all just come out into the big, bright, messy world, and tell the truth, and forgive each other for being human, and admit together that yes, life is really hard, but also insist that together we can do hard things.

You know, maybe it's OK to say, "Actually, today I am not fine." Maybe it's OK to remember that we're human beings, and to stop doing long enough to think, and to love, and to share, and to listen.

This weekend was Mother's Day, which marked the eleven-year anniversary of the day I decided to show up, and I spent the day on the beach with my three children, and my two dogs, and my one husband

my long-suffering husband. You can only imagine. Life is beautiful and life is brutal. Life is brutaful all the time and every day. Only one thing has made the difference for me, and that is this: I used to numb my feelings and hide, and now I feel my feelings and I share. That's the only difference in my life these days. I am not afraid of my feelings anymore.

I know they can come, and they won't kill me, and they can take over for a little while, if they need to, but at the end of the day, what they are is really just guides. They are just guides to tell me what is the next right thing for me to do. Loneliness, it leads us to connection with other people, and jealousy, it guides us to what we are supposed to do next, and pain guides us to help other people, and being overwhelmed, it guides us to ask for help. So I've learned that if I honor my feelings as my own personal prophets, and instead of running I just be still, that there are prizes to be won. Those prizes are peace, and dignity, and friendship. So I received an email last week, and it's now taped to my computer at home. It just said, "Dear Glennon, it's braver to be Clark Kent than it is to be Superman.

Carry on, warrior."

So today, I would say to you that we don't need any more superheroes. We just need awkward, oily, honest human beings out in the bright, big, messy world. And I will see you there.

Life is easy_ Why do we make it so hard_ _ Jon Jan Transcriber: Jelena Vukovic Reviewer: Ivana Korom There is one phrase that I have always wanted to say to everyone in my life. That phrase is "Life is easy." It's so easy and fun. I never thought like that before. When I was in Bangkok, I felt like life is very hard, very complicated. I was born in a poor village on the Northeastern of Thailand And when I was a kid, everything was fun and easy, but when the TV came, many people came to the village, they said, "You are poor, you need to chase success in your life. You need to go to Bangkok to pursue success in your life." So I felt bad, I felt poor. So I needed to go to Bangkok. When I went to Bangkok, it was not very fun.

You need to learn, study a lot and work very hard, and then you can get success. I worked very hard, eight hours per day at least, but all I could eat was just a bowl of noodles per meal, or some Tama dish of fried rice or something like that. And where I stayed was very bad, a small room where a lot of people slept. It was very hot. I started to question a lot. When I work hard, why is my life so hard? It must be something wrong, because I produce a lot of things, but I cannot get enough. And I

tried to learn, I tried to study. I tried to study in the university. It's very hard to learn in university, because it's very boring.

And when I looked at subjects in the university, in every faculty, most of them had destructive knowledge. There's no productive knowledge

in university for me. If you learn to be an architect or engineer, that means you ruin more. The more these people work, the mountain will be destroyed more. And a good land in Chao Praya Basin will be covered with concrete more and more. We destroy more. If we go to agriculture faculty or something like that, that means we learn how to poison, to poison the land, the water, and learn to destroy everything. I feel like everything we do is so complicated, so hard. We just make everything hard. Life was so hard and I felt disappointed. I started to think about, why did I have to be in Bangkok? I thought about when I was a kid, nobody worked eight hours per day, everybody worked two hours, two months a year, planting rice one month

and harvesting the rice another month. The rest is free time, ten months of free time. That's why people have so many festivals in Thailand, every month they have festival.

Because they have so much free time. And then in the daytime, everyone even takes a nap. Even now in Laos, go to Laos if you can, people take a nap after lunch. And after they wake up, they just gossip, how's your son-in-law, how's your wife, daughter-in-law. People have a lot of time, but because they have a lot of time, they have time to be with themselves. And when they have time to be with themselves, they have time to understand themselves. When they understand themselves, they can see what they want in their life. So, many people see that they want happiness, they want love, they want to enjoy their life.

So, people see a lot of beauty in their life, so they express that beauty in many ways. Some people by carving the handle of their knife, very beautiful, they weave the baskets very nicely. But, now, nobody does that. Nobody can do something like that. People use plastic everywhere. So, I feel like it's something wrong in there, I cannot live this way I'm living. So, I decided to quit University, and went back home. When I went back home, I started to live like I remember, like when I was a kid. I started to work two months a year. I got four tons of rice. And the whole family, six people, we eat less than half a ton per year. So we can sell some rice. I took two ponds, two fish ponds. We have fish to eat all year round. And I started a small garden. Less than half an acre.

And I spend 15 minutes per day to take care of the garden. I have more than 30 varieties of vegetables in the garden. So, six people cannot eat all of it. We have a surplus to sell in the market. We can make some income, too. So, I feel like, it's easy, why did I have to be in Bangkok for seven

years, working hard and then not have enough to eat, but here, only two months a year and 15 minutes per day I can feed six people. That's easy. And before I thought that stupid people like me who never got a good grade at school, cannot have a house. Because people who are cleverer than me, who are number one in the class every year, they get a good job, but they need to work more than 30 years to have a house. But me, who cannot finish university, how could I have a house?

Hopeless for people who have low education, like me. But, then I started to do earthly building, it's so easy. I spend two hours per day, from 5 o'clock in the morning, until 7 o'clock in the morning, two hours per day. And in three months, I got a house. And another friend who's the most clever in the class, he spent three months to build his house, too. But, he had to be in debt. He had to pay for his debt for 30 years. So, compared to him, I have 29 years and 10 months of free time.

So, I feel that life is so easy. I never thought I could build a house as easy as that. And I keep building a house every year, at least one house every year. Now, I have no money, but I have many houses.

My problem is in which house

I will sleep tonight.

So, a house is not a problem, anybody can build a house. The kids, 13 years old, at the school, they make bricks together, they make a house. After one month, they have a library. The kids can make a house, a very old nun can build a hut for herself. Many people can build a house. So, it's easy. If you don't believe me, try it. If somebody wants to have a house. And then, the next thing is clothing. I felt like I'm poor, like I'm not handsome. I tried to dress like somebody else, like a movie star. To make myself look good, look better. I spent one month to save money to buy a pair of jeans. When I wore them, I turned left, I turned right, looked in the mirror. Every time I look, I am the same person.

The most expensive pants cannot change my life. I felt like I'm so crazy, why did I have to buy them? Spend one month to have a pair of pants. It doesn't change me. I started to think more about that. Why do we need to follow fashion? Because, when we follow fashion, we never catch up with it, because we follow it. So, don't follow it, just stay here.

Use what you have. So, after that, until now, 20 years, I have never bought any clothes. All the clothes I have are leftovers from people. When people come to visit me, and when they leave, they leave a lot of clothes there. So, I have tons of clothes now.

And when people see me wear very old clothes, they give me more clothes.

So, my problem is, I need to give clothes to people very often.

So, it's so easy. And when I stopped buying clothes, I felt like, it's not only clothes, it's about something else in my life. What I learned is that when I buy something, and I think about, I buy it because I like it, or I buy it because I need it. So, if I buy it because I like it, that means I'm wrong. So, I feel more free when I think like this. And the last thing is, when I get sick, what will I do? I really worried in the beginning, because then I had no money. But, I started to contemplate more. Normally, sickness is a normal thing, it's not a bad thing. Sickness is something to remind us that we did something wrong in our lives, that's why we got sick. So, when I get sick, I need

to stop and come back to myself. And think about it, what I did was wrong. So, I learned how to use water to heal myself, how to use earth to heal myself, I learned how to use basic knowledge to heal myself. So, now that I rely on myself in these four things, I feel like life is very easy, I feel something like freedom, I feel free. I feel like I don't worry about anything much, I have less fear, I can do whatever I want in my life. Before, I had a lot of fear, I could not do anything. But, now I feel very free, like I'm a unique person on this Earth, nobody like me, I don't need to make myself like anybody else. I'm the number one. So, things like this make it easy, very light. And, after that, I started to think about

that when I was in Bangkok, I felt very dark in my life. I started to think that many people maybe thought like me at the time. So, we started a place called "Pun Pun" in Chiang Mai. The main aim is just saving seed. To collect seed, because seed is food, food is life. If there is no seed, no life. No seed, no freedom. No seed, no happiness. Because your life depends on somebody else. Because you have no food. So, it's very important to save seed. That's why we focus on saving seed. That's the main thing in Pun Pun. And the second thing is it is the learning center. We want to have a center for ourselves to learn, learn how to make life easy. Because we were taught to make life complicated and hard all the time. How can we make it easy? It's easy, but we don't know

how to make it easy anymore. Because we always make it complicated and now, we start to learn, and learn to be together. Because, we were taught to disconnect ourselves from everything else, to be independent, so we can rely on the money only. We don't need to rely on each other. But now, to be happy, we need to come back, to connect to ourselves again, to connect to other people, to connect our mind and body together again. So, we can be happy. Life is easy. And from beginning until now, what I learned is the four basic needs: food, house, clothes and medicine must be cheap and easy for everybody, that's the civilization. But, if you make these four things hard and very hard for many people to get, that's uncivilized. So, now when we look at everywhere around us,

everything is so hard to get. I feel like now is the most uncivilized era of humans on this Earth. We have so many people who finish university, have so many universities on the Earth, have so many clever people on this Earth. But, life is harder and harder. We make it hard for whom? We work hard for whom right now? I feel like it's wrong, it's not normal. So, I just want to come back to normal. To be a normal person, to be equal to animals. The birds make a nest in one or two days. The rats dig a hole in one night. But, the clever humans like us spend 30 years to have a house, and many people can't believe that they can have a house in this life. So, that's wrong. Why do we destroy our spirit, why do we destroy our ability that much? So, I feel that it's enough for me, to live in the normal way, in the abnormal way. So, now I try to be normal.

But, people look at me as the abnormal one.

A crazy person. But, I don't care, because it's not my fault. It's their fault, they think like that. So, my life is easy and light now. That's enough for me. People can think whatever they want. I cannot manage anything outside myself. What I can do is change my mind, manage my mind. Now, my mind is light and easy, that's enough. If anybody wants to have a choice, you can have a choice. The choice to be easy or to be hard, it depends on you. Thank you.

Lift Depression With These 3 Prescriptions- Withou Translator: Tanya Cushman Reviewer: Peter van de Ven Depression. Everyone, from time to time, feels down. Psychologists, like myself, sometimes refer to depression as the common cold of mental illness because it's so common. You know and I know that a common cold can make you quite miserable. Common colds also can develop into sinus infections, pneumonia, so pay attention when you feel the signs of depression: discouraged, low energy, self-critical, irritable with the other people. It's important to note, "Oh," - just as you would if you had a fever - "something's wrong here. I'm just not my usual me." Once you've noticed that, what are your options? Well, unfortunately, all too often people assume,

"Oh, depression is a chemical disorder." Where do you go if you have a biological disorder? You go to your physician. What do physicians know how to do? They know how to write prescriptions for pills. Now, why do I bemoan the fact that one out of ten Americans is taking an antidepressant? Even worse, for women in the middle years, the 40s and 50s, one out of almost four Americans are taking antidepressant medication. These medications are not sugar pills. They can have detrimental impacts on your body. They also can make you drug dependent. Opioids make you addicted. The drug companies say antidepressants don't make you addicted, and that's because of the definition of addiction, which is "includes a craving." Nobody wakes up and says, "Ooh, I can't wait to take my antidepressant medication."

They don't give you a high; they essentially numb you. Now, antidepressant medications do help

some people. The difficulty is, number one, there's many people that they don't help. They only help about, maybe at best, 60% of the people who take them. Second, there can be serious side effects. Google "antidepressant side effects" if you want to scare yourself a little before taking them.

The good news? There's lots of psychotherapy, talk therapy, methods, for getting rid of a down mood. There's lots of prescriptions, or techniques, without pills for feeling better. So today, the particular prescriptions that I'd like to share with you come from my own theory of what makes people feel good and what makes people feel bad. When I write books about it,

I call it "conflict resolution theory." To remember it in a more easy way, let's call it "bump therapy." Here's why. You're walking down the road of life - maybe you're rushing along the road of life - and you hit a bump. So at that bump, which is some disturbing situation, you scratch your head and figure out what to do about it. If you're lucky, you get what you want and move on, toodling on down the rest of your road of life. But all too often, when we hit a disturbing circumstance, we fold. We give up on what we want. Sometimes that's a good idea because there just don't seem to be any other options or if the other other option is to get into a fight - mmm, may not be worth it. Giving up in response

to something you want triggers depression. Okay, this model, this bump model, tells us what we need to do to feel better. Here's the bump. We've gone into depression. Back up. Identify that bump and solve the problem in a new way. Sounds easy, but not quite so easy. Here's why. When you're depressed, often you don't know what the bump was. There's something about that dark cloud that surrounds you when you're depressed that seems to block you from knowing what you gave up, what was the hurdle you couldn't overcome. So prescription number one will be a technique for pinpointing that problem. Here's another problem with depression: when you're depressed, you feel powerless. When we feel small and powerless, it's pretty hard to think of ideas of what we could do to solve the problem.

Prescription number two - pump up. I'll show you how in a moment. Prescription number three - now that you know what the problem is, the bump, and you're feeling strong enough, now problem solve. Here's an example. Let's welcome in Julie. Julie is a recent actual client in my practice - named changed, obviously, for confidentiality. "Julie, what brings you in here today?" Julie said, "Well, for the last four or five months, I've been feeling so down. I have no energy, I feel so discouraged, I am beating myself up all the time, and unfortunately, I'm irritable with my husband, I'm irritable with my kids." "Hmm, sounds like depression. Let's get to work. Julie," Julie's sitting down, "close your eyes."

I don't recommend this technique when you're driving, by the way.

"Julie, close your eyes. Allow an image to come up on your video screen in your mind, your visual screen, allow an image to come up of someone or something that you might be - someone or something that you might be mad at, irritated, a little piqued or seriously angry." Not yourself, because when you're depressed, almost all these people feel mad at themselves for this and that. "Notice what comes up on your visual screen." Julie thought for a bit, and she realized, "Hmm, I thought I'd see my husband because I've been barking at him so much, but actually what came up was the conference room at work." "Hmm, what's disturbing to you there?" "Well, I work at a large construction company. I actually like the company a lot,

but when we have conferences with myself and the other five project managers, I get upset every time. I say something; the other five, who are all men, ignore me. Or instead of ignoring me, they speak to me like I'm some kind of dummy, but ... and deprecate what I say. They point out what's wrong. I just hate it." "Hmm, what do you want in that circumstance?" "I want to be heard; I want to be taken seriously." Ahh, odds are pretty good we've figured out what the bump was for Julie. Still, there's one more question that's important to ask to verify if this is the specific bump causing depression. "Julie, as you look again at that conference room, who looks bigger? You or the other five project managers?"

Julie said, "Well, that's clear. I look like a little girl, and they look like big, hunky football player." Now, "In fact," Julie said, "they're just kind of ordinary guys. They're not in reality all that big, but when I'm thinking about them right now, I picture them really big." Now we know for sure that we've identified a depressogenic, depression-causing moment. Depression is a disorder of power, so if you feel small and the other people or thing or event or whatever looks big, that's been the bump that's knocked you down. We've done prescription number one. We've pinpointed the problem. Prescription number two - "Julie, take a deep breath.

With each successive breath, feel yourself growing bigger,

stronger, taller, more powerful. How big are you now, Julie?" Julie said, "I'm almost as big as the guys." "Good," I said. "You're going in the right direction. Take some more deep breaths. Grow bigger, taller, taller, stronger." Julie smiled. "My head is just about to bump the ceiling." Ahh, we've accomplished prescription number two: pump up. Prescription number three - problem solve. Now, when you're trying to solve any problem, usually you'll start by gathering information about the relevant variables. Then, you can think of creative solutions for what to do about them. So I asked Julie, "From that taller position, looking down on the other guys, what can you see that you couldn't see when you were feeling so small?"

Julie thought for a moment. "Oh my goodness," Julie said, "I think the guys are intimidated by me.

You know, recently I completed a master's degree in construction management, so when I go to those meetings, I try to contribute by offering ideas from what I've learned. Maybe I'm even showing off a little bit. But when I mention new ideas, new ways to tackle problems that have come up, they probably feel a little insecure, a little bit threatened." "What else do you notice?" "I notice - I'm kind of listening to what I say - my voice sounds like a little girl, the way I've been feeling. Even worse, I end each sentence with a question mark, like I'm looking for their approval." "Ahh, with that additional data, Julie, what ideas come to mind of what you could do? What could you do

so that those conferences would be more satisfying, so you could get what you want, which is to be heard?" Julie thought and said, "Well, my first impulse is to just leave the company and go to a place that respects me more, go to a company where they are new-idea oriented." "Hmm, what do you see when you visualize that solution?" "Well, I see that with these skills, I could get a job somewhere else. But I actually like that company. It's also very close to my house. I have kids at home. I don't want to be spending an hour a day in the car. So that doesn't feel like a satisfying solution." "Okay, one of the beauties of visualization prescriptions is you can try out solutions. So, Julie, let's try a different solution. What else comes to mind?" Julie said, "Hmm, if I did this pumping-up routine

before I went into the meeting, I could just aim to speak louder, speak more authoritatively, speak with confidence, like, 'I know what I'm talking about, and I'm trying to be helpful to you here.'" "Visualize what happens then." Julie chuckled. "That guy over there, no matter what I do, he's not going to listen to me. But from this big position, I can see that's about him. He's doesn't listen to anyone. I don't need to take that so personally. The others, though, they're paying attention. They do seem to be listening to what I say. Also, I see I could be a little more humble and patient and say what I'm saying with explanations so they don't feel so threatened that what I'm saying is something they know nothing about." "Hmm, how do you feel, Julie, as you look at that scene?"

Julie said, "Huh! I still feel big. I feel brighter. I feel lighter. It's like that dark cloud of depression lifted like a fog on a sunny day." Prescriptions without pills. You can use these techniques as well. Listen back to the video and jot down the specific questions that I asked for each of the three prescriptions. That's your written prescription. When you feel down, remember, life is not an endurance contest; there's no need to keep suffering. Use your prescriptions. Pinpoint the problem, pump up and problem solve so you, too, can return to the light of well-being. Thank you.

Make Positivity Your Superpower _ Dennis Kiener _ foreign you could choose one superpower which superpower would you choose I would choose one but everybody here in this room could activate tonight I would choose positivity as my superpower I would choose it firstly because it's just an amazing feeling that comes with so many benefits but also it's very easy to activate it and it's accessible to everybody no matter your social or economic background but let's start with the

opposite of positivity which is negativity this might be sparked either by others or by yourself in case it is sparked by others not much you can do let me give you an example I lived in Bangkok which is the capital of Thailand Thailand is the so-called land of the smiles and actually it's true people smile a lot in this country they might

not be rich but they smile you can feel it and after my exchange there I was flying back to Germany and I took the public transportation from the airport to the main station they looked at the faces of the other people on the train there was no facial expression they were even shouting at each other for like no reason that also impacted me another way to get negatively affected is by yourself things events that you can't influence for instance if you just get sick you can't do anything however positivity can be achieved many people talk about it but what I would like to show you tonight are two things firstly what are the benefits of positivity and why you should activate this superpower and secondly how you can actually do it how you can get this superpower as of today

so as I said positivity is such an amazing incredibly powerful tool what are the benefits why should you get this the superpower I look into science with some research there's actually three things and that uh three benefits that positivity brings firstly Mental Health according to science the benefits of positivity are not only a low risk of depression and anxiety it's also a higher likelihood of happiness how I personally perceived it so it feels quite easy to if it's an ease of living it's a lightness others taught me Dennis looks like you're watching on clouds in the sound of his face like it is because if you stop worrying about small things that don't go well you feel better it's good for your mental health secondly

positivity has a positive impact on your physical health according to science there's a reduced risk of getting sick it's also good for your heart for a medical perspective of course um personally I mean fair enough I'm quite young however how I perceive positivity from a physical perspective is energy positivity gives you a lot of energy I don't need energy drinks or coffee whatsoever to stay awake no it's positivity it's a virtuous circle because if you're a positive person you're more eager to have more energy and you have more energy then you're more eager to go out to meet friends and makes it even more positive the more energy you can do sports and so on thirdly positivity enhances relationships science has shown that people who are positive

they are more likable they're more empathetic and they have it easier to create new relationships and to improve existing relationships how did I personally perceive it actually just ask some friends I asked them why are you my friends it's actually quite a good question you should ask that your friends they didn't say it's because we have shared passions it's because we can play football together go through a bar together get a drink no nobody said that what all of them said it's your attitude I mean you can grab a beer with almost anyone quite many people play football to sports

that's nothing that makes you unique or that makes you a good friend it's positivity on top of the personal level it's also about professional relationships let me give you a personal example as well in my life I had about 30 job interviews

and almost all of them earned with an offer and at the end of every single interview I asked the interviewers for feedback I asked why did I get the job why did you choose me over others why and nobody nobody said because of your previous experiences because of your skills no it was because I can win in the interview with positivity of drive and positivity so it helps you in your professional life as well so now since we know that positivity has so many strong benefits for you well the question is how do you get this superpower as well to answer the question it's important to think about the cost the cause of negativity there wasn't old Greek thinker we said that

what upsets you is not the thing now it's your opinion on the thing that means you or I we can't change the thing we might not be able to change the thing but what we can change is our opinion on the thing so let me give you three recommendations three specific devices how you can do that today firstly be grateful for the small things in life let me give you an example just look outside the sun is finally shining again in Sweden after a month of 2 p.m or 3 P.M sunsets was cozy well you know it's nice we can go out in a park again and meet friends outside and enjoy the ice cream even more it's pretty nice isn't it now the recent example last last weekend

I went a trip to the archipelago and I was on a bus and suddenly this bus slowed down there seem to be something wrong with the engine or whatever and the ASC didn't work either and it gets super hot in this slow bus however this was actually quite nice because it was like a sauna you know I'm a student I want to budget I am willing to pay for a sauna but now I didn't even have to pay for it and afterwards I couldn't jump in the cold water that's pretty amazing isn't it I was grateful about that so how can you Embrace this gratefulness for small things in life firstly what I do before I go to bed I try to think about it try to experience these nice things again you can't experience it again like physically that's not possible but you can experience it again in your head how do you do that you just think about

the day what happened what are you grateful for it helps a lot secondly say it speak out loud say what you are grateful for so for instance I am today extremely grateful that I got this unique opportunity to hold a TED Talk and spread the vertical positivity it's pretty amazing be grateful about the small things secondly focus on the solution not the problem yes there are large or small problems out there true for instance sometimes it's raining but you know just grab your wonderful raincoat and go to a nice figure place and have a coffee with a friend inside it's quite cozy it's not too bad so when you have a problem even if you would like to discuss a problem with someone else don't start with the problem itself start with the solution

you do that by thinking about it when you start it and the initial atmosphere in the talk is much more positive it helps a lot thirdly be positive in your everyday life be a role model for positivity if you manage to be positive you can cultivate positivity in others how can you do that I will give you three specific tips how you can do that firstly say yes what 10 years ago I watched the movie which is called the Yes Man it's a great movie it's actually about a man who was quite lonely and quite desperate but then suddenly he had to say yes for a year and he did so what happened well quite many good things right he got promoted on the job he just enjoyed life he did things like

he went out for new Passions and they even finally find a Founder girlfriend and he said say yes to every opportunity okay fair enough that's a bit over exaggerated that's a bit too much I might even sometimes it'd be a bit dangerous to say yes to everything but the key message here is that it is something you can actively decide on you can say yes to positivity yes to things next it's about seeing the big picture and now here we are in a business school people are quite ambitious but you should be aware you cannot achieve everything everywhere all it wants that's not possible so just like some friends of mine they'll they were more often Finance they want to go to Investment Banking they leave everything aside they just focus on getting into a Muslim Banking and that's their goal they want to go to

a top tier firm and they do they get good grades and they prepare a lot for the job interviews they get through it and they get the offer for their dream job when they drop Investment Bank then they start working and they hate it but hopefully they enjoyed the path to the job thirdly celebrate you get to celebrate the big things and the small things I think big things could be your birthday could be a graduation anything do it don't miss out on celebrating things but also celebrate the small things what is what could it be look to the left to the right who's the friend sitting next to you when you see the friend next to you aren't you happy about that you should be and you should celebrate it you don't

need to celebrate it with a beer or a Fanta or a Coke whatever in a bar no you can just show it you can celebrate it with a smile it's for free you can do it in Pays back when you show others and you celebrate being positive they will join you they will see my back so build a habit out of positivity make positivity your superpower and spread positivity because positivity is contagious thank you

Master Shi Heng Yi _ 5 hindrances to self-mastery Transcriber: Yunhan Jiang Reviewer: Rhonda Jacobs Good morning.

It has been quite a privilege being able to grow up in two quite different ways of life. I was born in Germany, and at the same time had the chance to learn more about an ancient art coming from the

Shaolin Temple. When you grow up in an Asian family, it is quite common that firstly, you don't argue with your father, and secondly, you either become medical doctor, engineer, or lawyer. Elsewise your parents will be very unhappy. So having that said, I finished my academic education with two university degrees, an MBA, and quite a collection

of different certificates and diplomas - everything that my parents thought would be useful to have. But throughout this education, I felt something was missing. Because I was learning about many different aspects - how the plant is working, what an atom is made out of, how a political system is functioning, but somehow, the subject was missing to learn something about myself. So with the age of four, for the first time I got introduced into the monastic practices, and I was very happy to find out that the main part of these practices were dealing with the exploration and the discovery of yourself. There was mental training, development of behavior combined with the physical training, all aspects of what nowadays is known as Shaolin Kung-Fu. Now, despite the wishes of my parents to somehow go out in the market

and try to manage the world, I decided to continue this monastic life and start learning more about myself first. Now, in the preparation for this talk, I was asked to share a few words on what is important in this lifetime, and see, it's already challenging to put three decades into a single talk. But the picture I would like to show you summarizes very much what I consider as being valuable in this lifetime. There is something about sharing with others. There is something about connection. There is the training and development of yourself. It is to enjoy your time, even doing nothing. And one main aspect is to find a way and do the things you like to do. Now, when I received the invitation to have a talk at today's event, especially under the slogan

"High, Higher, Highest," something very particular came up on my mind, and a master from the Shaolin Temple once told me a story that I would like to share with you.

A man was living close to a mountain, and every day he was thinking: How would it be to climb that mountain and what would I see on the peak? So finally, the day came, and the man went on the journey. Arriving at the foot of the mountain, he met the first traveler. So he asked, "How did you get up the mountain, and what did you see from the top?" And so the traveler shared his path, and also the view that he had. But then the man was thinking, "The way that this traveler described to me sounds very exhausting. I need to find another way to climb." So he continued to walk on the foot of the mountain until he met the next traveler.

So once again he asked, "How did you climb up that mountain, and what did you see from the top?" And so again the traveler shared his story. Still not being determined on which direction and which way to go, the man asked 30 more people, 30 more travelers. When he finished talking to all of

them, he finally made up his mind. "Now that so many people already shared with me their paths and especially what they all saw from the top, I don't need to climb there anymore." It is very unfortunate this man never went on the journey. Now, to conclude this story, firstly, each individual needs to find the most suitable way to climb that mountain. But secondly, there is information possible to be shared with words, but it is impossible to share the experience of clarity

when you are standing on that peak by yourself. To invest the right effort in climbing that peak, it's very much what all the Buddhist practices, the Shaolin training, or any spiritual practice is about. Clarity means you see more clear. When you see more clear, interrelations become more apparent. When you see more clear, there is no need to believe anyone or believe anything. Seeing clear means you can distinguish for yourself which is the proper direction to take and which decisions do I have to make in order to make my goals or aspirations start to shape? Now, at today's talk, you will have the chance to become inspired by quite a lot of different travelers. But in this particular talk, I can't, and I won't tell you which way to go.

It's just that along your personal journey, you will encounter challenges. Those challenges will either prevent you, or some of them even stop you, from moving on and climbing that mountain. In the Shaolin Temple, we refer to them as "the five hindrances." The five hindrances are describing different states of the mind. In those states of the mind, it becomes very hard to see clearly and therefore engage in the right decisions. The first hindrance is called "sensual desire." Sensual desire arises in the moment when you are paying attention to something that is giving you a positive emotion. This positive emotion can originate from five gates of your body: Seeing, hearing, smelling, tasting, or feeling. So in your mind, you climb up that mountain.

After one mile of walking, you discover a beautiful restaurant surrounded by beautiful people. You smell delicious food and the great variety of beverages. When you follow that temptation, you have already lost your track. When this temptation becomes so strong that you don't want to leave that place anymore, then the sensual desire has turned into an obsession. In both cases, remaining at that place means that you can't get clarity. The second hindrance, "ill-will," describes the state of the mind that arises from negative emotions. In that state of the mind, you have an aversion, a rejection, or simply a dislike against either an object, a situation, or can be even a person. To simplify, it means: You are climbing the mountain, and it starts to rain, but you don't like rain.

You discover the roads are bumpy, but you don't like bumpy roads. In order to cross the river, you need to swim, but you don't like swimming. Whatever it is that you dislike, it won't make it a pleasant journey unless you learn to let go of this ill-will. It's more likely even that you won't continue that journey. The third hindrance originally translated as "sloth and torpor." "Sloth" means it's the heaviness of the body. "Torpor" means it's the dullness of the mind. It is characterized by sleepiness,

non-motivation, lack of energy, and oftentimes can manifest itself in a state of depression. Now, a simile used in Buddhism describes it as "imprisonment." You find yourself locked in a cell. It becomes very hard to make any type

of mental or physical effort. So in order to continue your path, there is only one option left. You need to find a way to get out from that hole, from that cell. Now, the fourth hindrance is called "restlessness." It is the state of an unsettled mind. "Unsettle mind" means your mind cannot settle.

Settle where? Settle in the present moment. An unsettled mind either is worrying about the future or traveling into the past and rejecting, judging about an event that happened into your past. A simile used here is the monkey mind, constantly jumping from one branch to another, unable to stay for too long time at the present moment. The problem is there is no time to see clearly anymore. Now, the last of the five hindrances

is called "skeptical doubt," and it's very closely related to a state of mind which is based on indecisiveness. It is very easy in that state of mind getting lost in thoughts. Can I do this? Is this the right path? What will the others say? What if this? What if that? The mind cannot synchronize with your own actions anymore. And the result is that you are getting disconnected with the goals and aspirations that once you have set to yourself. When the way is filled with too much doubts, more often you will stop instead of moving on. That we know the five hindrances now, what are we going to do about them? You need to align and structure your life in such a way to prevent those hindrances from arising. If you are not successful, you need to use techniques

in order to remove them. Each of these hindrances is placing the dark cloud on your mind, or on the way of your climb. Simply remember one thing: Just let it rain.

This is a four step method to help you removing those hindrances. The first step is recognize in what state of the mind you are finding yourself in.

Afterwards, learn to accept, acknowledge, and allow the situation or a person to be the way how it is, to be the way how they are. Investigate your emotional and mental state, and ask questions: Why did it come up? What is going to be the consequence if I remain in that state? And ultimately, non-identification means: It is the practice. I am not the body.

I am not the mind. I am not my emotion. It's just that I can see all these three aspects about me. All of our lifetimes, all of our lives are too unique to copy the path from someone else. To bring meaning to your life, to bring value into your life, you need to learn and master yourself, and don't let the hindrances stop you. If any of you chooses to climb that path to clarity, I would be very happy to

meet you at the peak.

Mastering Focus_ How to Stay Productive in a Distr how many of you find your mind wondering when you're trying to concentrate in today's world filled with endless distractions like your phone social media notifications and even procrastination it's easy to lose focus it seems that every moment there's something else buing your attention making it harder and harder for you to stay on track but don't worry you're not alone and the real question is how do we reclaim that Focus how do we hold on to matters most or staying focused wasn't just about discipline but understanding how the mind works today let's dive into that let's explore what pulls us away from our focus and how we can claim it hello my name is Tiana and I'm here today to talk about how to stay productive and give high quality work so what exactly is focus focus is often the state or quality of producing a clear visual definition but it's not just about sing Toth clearly in cognitive terms focus is about channeling mental

energy into one taser object while filtering out distractions let me ask you when playing a video game do you find yourself more them working on assignments Dr Minos from the Cleveland Clinic explain the action adventure games often demand players full attention to auditorally and visual cues these cues keep players on their tools create a sense of anticipation that draws them in and holds their focused players must react quickly to the game's challenges and this is what makes video games so immersive another key development is set Shifting the ability to move back and forth between different tasks in quick succession we often confuse set shifting with multitasking but there's a subtle difference set shifting is about Ching mental energy into one to object for a short period of time in quick succession this cor of flexibility keeps the Mind active and engaged according to a study involving 283 students about 80% admitted that they only stay focused sometimes even when they know they

should however despite studies like this most students still feel stressed and a sense of irresponsibility when they got Focus as they like personally I face the same challenge when it comes to staying focused I often think about how long a project will take and before long borom sets in one example is when I wait until the last minute to study for a test sometimes I'm sitting just outside the classroom cramming before the next lesson simply because I didn't want to focus earlier which said to me pushing it off until the very last moment so how can you and I stop procrastinating a famous quot by Steve Jobs comes to mind focus is about saying no what jobs meant is that focus is about actively avoiding distractions something as simple as putting your phone in airplane mode or another room can make all the difference another strategy that I like to use is the 135 method it works by doing one big task three mediumsized task and five small tasks this often helps people who get over by long to-do

list as it helps tackle your day in a balanced manner to further overcome that overwhelming feeling this is simple rule if a task Tak less than 2 minutes do it immediately sometimes we Rel some of the simplest tasks but finishing off those tasks can help us focus on the bigger picture lastly my favorite method that I use all the time is the four box method it works by prioritizing tasks through importance and urgency one box for tasks are important and urgent urgent but not important important but not urgent and not urgent nor important this structure helps stay balanced and helps us know what to pariy and what can wait to help that overwhelming feeling so let's understand that using these strategies can help sharpen our Focus enhance productivity and help us give high quality work each time we minimize attractions we gain a sense of control a sense of accomplishment once we see progress it becomes easier to maintain focus and helps build confidence to reach our next goal so with that being said let's

understand that saying no to distractions and staying organized can make all the difference let's understand that shifting our mindsets can truly help us become better versions of ourselves and with that being said thank you and I hope you enjoyed this talk

Mental Health for All by Involving All _ Vikram Pa Translator: Joseph Geni Reviewer: Morton Bast I want you to imagine this for a moment. Two men, Rahul and Rajiv, living in the same neighborhood, from the same educational background, similar occupation, and they both turn up at their local accident emergency complaining of acute chest pain. Rahul is offered a cardiac procedure, but Rajiv is sent home. What might explain the difference in the experience of these two nearly identical men? Rajiv suffers from a mental illness. The difference in the quality of medical care received by people with mental illness is one of the reasons why they live shorter lives than people without mental illness. Even in the best-resourced countries in the world, this life expectancy gap is as much as 20 years. In the developing countries of the world, this gap is even larger. But of course, mental illnesses can kill in more direct ways as well. The most obvious example is suicide. It might surprise some of you here, as it did me, when I discovered that suicide is at the top of the list

of the leading causes of death in young people in all countries in the world, including the poorest countries of the world. But beyond the impact of a health condition on life expectancy, we're also concerned about the quality of life lived. Now, in order for us to examine the overall impact of a health condition both on life expectancy as well as on the quality of life lived, we need to use a metric called the DALY, which stands for a Disability-Adjusted Life Year. Now when we do that, we discover some startling things about mental illness from a global perspective. We discover that, for example, mental illnesses are amongst the leading causes of disability around the world. Depression, for example, is the third-leading cause of disability, alongside conditions such as diarrhea and pneumonia in children. When you put all the mental illnesses together, they account for roughly 15 percent of the total global burden of disease. Indeed, mental illnesses are also very

damaging to people's lives, but beyond just the burden of disease, let us consider the absolute numbers. The World Health Organization estimates that there are nearly four to five hundred million people living on our tiny planet

who are affected by a mental illness. Now some of you here look a bit astonished by that number, but consider for a moment the incredible diversity of mental illnesses, from autism and intellectual disability in childhood, through to depression and anxiety, substance misuse and psychosis in adulthood, all the way through to dementia in old age, and I'm pretty sure that each and every one of us present here today can think of at least one person, at least one person, who's affected by mental illness in our most intimate social networks. I see some nodding heads there. But beyond the staggering numbers, what's truly important from a global health point of view, what's truly worrying from a global health point of view, is that the vast majority of these affected individuals do not receive the care that we know can transform their lives, and remember, we do have robust evidence that a range of interventions, medicines, psychological interventions, and social interventions, can make a vast difference. And yet, even in the best-resourced countries, for example here in Europe, roughly 50 percent of affected people don't receive these interventions. In the sorts of countries I work in, that so-called treatment gap

approaches an astonishing 90 percent. It isn't surprising, then, that if you should speak to anyone affected by a mental illness, the chances are that you will hear stories of hidden suffering, shame and discrimination in nearly every sector of their lives. But perhaps most heartbreaking of all are the stories of the abuse of even the most basic human rights, such as the young woman shown in this image here that are played out every day, sadly, even in the very institutions that were built to care for people with mental illnesses, the mental hospitals. It's this injustice that has really driven my mission to try to do a little bit to transform the lives of people affected by mental illness, and a particularly critical action that I focused on is to bridge the gulf between the knowledge we have that can transform lives, the knowledge of effective treatments, and how we actually use that knowledge in the everyday world. And an especially important challenge that I've had to face is the great shortage of mental health professionals, such as psychiatrists and psychologists, particularly in the developing world. Now I trained in medicine in India, and after that I chose psychiatry as my specialty, much to the dismay of my mother and all my family members who

kind of thought neurosurgery would be a more respectable option for their brilliant son. Any case, I went on, I soldiered on with psychiatry, and found myself training in Britain in some of the best hospitals in this country. I was very privileged. I worked in a team of incredibly talented, compassionate, but most importantly, highly trained, specialized mental health professionals. Soon after my training, I found myself working first in Zimbabwe and then in India, and I was confronted by an altogether new reality. This was a reality of a world in which there were almost no mental health

professionals at all. In Zimbabwe, for example, there were just about a dozen psychiatrists, most of whom lived and worked in Harare city, leaving only a couple to address the mental health care needs of nine million people living in the countryside. In India, I found the situation was not a lot better. To give you a perspective, if I had to translate the proportion of psychiatrists in the population that one might see in Britain to India, one might expect roughly 150,000 psychiatrists in India. In reality, take a guess. The actual number is about 3,000, about two percent of that number. It became quickly apparent to me that I couldn't follow

the sorts of mental health care models that I had been trained in, one that relied heavily on specialized, expensive mental health professionals to provide mental health care in countries like India and Zimbabwe. I had to think out of the box about some other model of care. It was then that I came across these books, and in these books I discovered the idea of task shifting in global health. The idea is actually quite simple. The idea is, when you're short of specialized health care professionals, use whoever is available in the community, train them to provide a range of health care interventions, and in these books I read inspiring examples, for example of how ordinary people had been trained to deliver babies, diagnose and treat early pneumonia, to great effect. And it struck me that if you could train ordinary people to deliver such complex health care interventions, then perhaps they could also do the same with mental health care. Well today, I'm very pleased to report to you that there have been many experiments in task shifting in mental health care across the developing world over the past decade, and I want to share with you the findings of three particular such experiments, all three of which focused on depression,

the most common of all mental illnesses. In rural Uganda, Paul Bolton and his colleagues, using villagers, demonstrated that they could deliver interpersonal psychotherapy for depression and, using a randomized control design, showed that 90 percent of the people receiving this intervention recovered as compared to roughly 40 percent in the comparison villages. Similarly, using a randomized control trial in rural Pakistan, Atif Rahman and his colleagues showed that lady health visitors, who are community maternal health workers in Pakistan's health care system, could deliver cognitive behavior therapy for mothers who were depressed, again showing dramatic differences in the recovery rates. Roughly 75 percent of mothers recovered as compared to about 45 percent in the comparison villages. And in my own trial in Goa, in India, we again showed that lay counselors drawn from local communities could be trained to deliver psychosocial interventions for depression, anxiety, leading to 70 percent recovery rates as compared to 50 percent in the comparison primary health centers. Now, if I had to draw together all these different experiments in task shifting, and there have of course been many other examples, and try and identify what are the key lessons we can learn that makes

for a successful task shifting operation, I have coined this particular acronym, SUNDAR. What

SUNDAR stands for, in Hindi, is "attractive." It seems to me that there are five key lessons that I've shown on this slide that are critically important for effective task shifting. The first is that we need to simplify the message that we're using, stripping away all the jargon that medicine has invented around itself. We need to unpack complex health care interventions into smaller components that can be more easily transferred to less-trained individuals. We need to deliver health care, not in large institutions, but close to people's homes, and we need to deliver health care using whoever is available and affordable in our local communities. And importantly, we need to reallocate the few specialists who are available to perform roles such as capacity-building and supervision. Now for me, task shifting is an idea with truly global significance, because even though it has arisen out of the situation of the lack of resources that you find in developing countries, I think it has a lot of significance for better-resourced countries as well. Why is that? Well, in part, because health care in the developed world, the health care costs in the world,

are rapidly spiraling out of control, and a huge chunk of those costs are human resource costs. But equally important is because health care has become so incredibly professionalized that it's become very remote and removed from local communities. For me, what's truly sundar about the idea of task shifting, though, isn't that it simply makes health care more accessible and affordable but that it is also fundamentally empowering. It empowers ordinary people to be more effective in caring for the health of others in their community, and in doing so, to become better guardians of their own health. Indeed, for me, task shifting is the ultimate example of the democratization of medical knowledge, and therefore, medical power. Just over 30 years ago, the nations of the world assembled at Alma-Ata and made this iconic declaration. Well, I think all of you can guess that 12 years on, we're still nowhere near that goal. Still, today, armed with that knowledge that ordinary people in the community can be trained and, with sufficient supervision and support, can deliver a range of health care interventions effectively, perhaps that promise is within reach now. Indeed, to implement the slogan of Health for All, we will need to involve all in that particular journey,

and in the case of mental health, in particular we would need to involve people who are affected by mental illness and their caregivers. It is for this reason that, some years ago, the Movement for Global Mental Health was founded as a sort of a virtual platform upon which professionals like myself and people affected by mental illness could stand together, shoulder-to-shoulder, and advocate for the rights of people with mental illness to receive the care that we know can transform their lives, and to live a life with dignity. And in closing, when you have a moment of peace or quiet in these very busy few days or perhaps afterwards, spare a thought for that person you thought about who has a mental illness, or persons that you thought about who have mental illness, and dare to care for them. Thank you.

Mental Health_ Suicide_ _ the Power of Community _

a few years ago i was on a trip to south dakota with some friends and we had this mission to climb this mountain we called the butte i remember being in one of the lowest moments of my life as my battle with depression and suicidal thoughts was weighing heavily on me i remember standing at the base of this butte thinking how in the world am i going to climb that mountain it was in that moment i had a friend he walked up to me and he said come on haley let's do this i'll carry you if i need to so there i was at 19 years old with my depression my anxiety and my back problems which i still have today climbing this butte it wasn't easy but i made it to the top and the view was magnificent

did you know that if you're by yourself standing and staring at a mountain that you're about to climb your brain perceives that mountain to be 20 percent steeper than the mountain that you see while standing next to someone who's going to climb it with you so our brains are literally more resilient when we're together that's the power of community and i believe this power can help heal our broken world to create one without suicide because we need it desperately research shows that in america suicide is the second leading cause of death in ages 10 to 34 years old while it's a leading cause of death in americans it's also the most preventable just as this is a community issue we need a community resolution because when professional resources are slim in today's world preventing suicide comes down to all of us all of you and it is possible i just never believed it until it

happened to me because you see three years ago you couldn't have told me that i would be here let alone on this stage three years ago there i was on my bedroom floor shaking and crying as i googled the quickest way to kill yourself staring at a bottle of pills in my desk i wondered how many i would need to take to die i didn't think i could have the strength to live anymore to face another day i was so far in the suck as i call it that i didn't think that i could go on anymore and see as i look back i it's not necessarily that i wanted to die it's just that i didn't want to live the life that i was currently living and so in my mind years of battling intense depression anxiety ptsd and self-harm had caught up with me and so i believe that my fight with suicidal thoughts would be over at just 20 years

old i just wanted the pain to end and it was in these final moments that i had a friend call me completely out of the blue to check in and even though he didn't know exactly what to say he listened and knowing that i wasn't alone gave me the strength to fight and i survived that horrible night one phone call saved my life as i began my journey in therapy i found ways to manage my mental health and i eventually had the courage to ask for help and as i did people rallied with me and stayed with me even throughout the covid 19 pandemic i even had a professor who wanted to facetime me every single day from the start of the pandemic until i graduated in may of 2020 to ensure that i would be okay i built a support network of people who know how to care how to listen and how to act in those next suicidal moments and they're the reason that i'm here today

because with the right tools resources and people around you life can absolutely become worth living hope is attainable almost every person i've talked to who survived a suicide attempt has told me that the moments between life and near death were an instant regret studies indicate that almost every suicidal crisis is temporary and if we could reach people in those moments where the emotional and mental pain is too heavy to get them help then maybe just maybe we could save lives because when resources are slim in today's world we all have to work together at this this is something that we all need to be equipped on because according to the cdc since the beginning of the covid 19 pandemic suicide attempts in young people escalated by nearly 50 percent the pandemic stripped us all of community of each other the surge in extreme mental distress has

left parents teachers health care providers scrambling to find urgently needed help in a broken mental health care system this is all something that we need to be equipped and educated on because it could happen to anyone and i understand that we're not all mental health professionals trust me i completely understand that but if we could work together to create a world where we could all thrive and not just survive then maybe we could learn to climb this butte together so as we stand back and we look at this giant looming problem in today's world we understand that we have already lost far too many lives to suicide how do we even begin to make a difference i'm reminded of this old story by lauren c eisley and it's about an old man who's walking along the beach and he sees this little girl who seems to be running up and down the beach frantically

and as the old man inches closer he realizes that hundreds of starfish had washed up along the shore and the little girl is trying to save each one before they dry out so the old man he's a little puzzled by this and as he inches closer to the girl he realizes that she's trying to save all of them but he doesn't understand why so he goes up to her and he says little girl look at all these starfish you can't save all of them you can't even begin to make a difference so you should just give up you should quit and you should go home and that's when the little girl picks up a starfish looks at the old man throws it into the ocean and says but i made a difference to that one i made a difference to that one the old man was so moved by this girl's example that he began helping her in her mission and eventually people passing along the beach joined in and all the starfish were saved

just showing up for one person could possibly change their world i was reminded of this three years ago after founding a suicide prevention non-profit called the gray matters collective i was trying so hard to reach people in the gray area who were hurting and i i honestly just felt like i wasn't getting anywhere and about a year later i received a handwritten letter from someone that i graduated college with who was involved with our gray matters chapter on campus and in this letter he wrote haley i never told you this but that night of the first gray matters event i was going to end my life but i walked into that event knowing and seeing how many people showed up knowing that one person in

that room cared about my life i walked away with something that i haven't felt

in a long time and that is hope you may not change the world but you certainly changed mine you you have everything you need to make a difference you have a heart people who are suicidal they they don't need to be lectured this is about empathy not shame not guilt compassion let's see people for who they are as they are let's talk about mental health just as much as we talk about this crazy weather come on midwesterners you know what i'm talking about let's understand that self-care is more than a trendy term or a fad or a t-shirt it's not just about laying in the bathtub with some cucumbers over the eyes listening to some music because while that does sound nice understanding that mental health is health and it should be a priority let's create support groups in workplaces schools gyms jails churches everywhere creating

spaces to commune and to belong let's ask people if they're okay on the regular if we see someone crying in public let's walk towards them not walk away from them we need people to be leaders by volunteering for suicide prevention non-profits showing up to events showing people that you see them and that you care because this next one's a little bold but what if we all worked together to create a world where compassion was valued over compensation compassion over condemnation understanding that our words can hurt people or they can help people and we get to choose because with compassion we can advocate for more mental health training housing security food security working to end homelessness standing up for those being bullied making mental health a priority in every school in every workplace because this is all suicide prevention

we need you to act urgently and act now because mental illness doesn't discriminate it takes lives every single day people do not commit suicide people die by suicide die by depression die by loneliness die by bullying the list goes on and while we might not be able to do everything change everything we can do something and do it really really well can you imagine if just each person listening to this prioritized one more person who was hurting even if that person was you because one of the best things you can do to prevent suicide is to take care of you because even if you feel broken tattered and torn understand that even the brightest glow sticks have to break before they shine

your story is worth being told because every one matters you matter and if you're listening to this and you feel like you don't want to live anymore i need you to listen to me i need you to understand that you are not a burden your presence on this earth makes a difference there is something we would miss if you were not here and if you don't believe me call the suicide hotline talk to a friend or a family member talk to someone that you trust go to a support group take a look at the people who fight for suicide prevention every day for you because yes we might not be able to take away the pain but we can help you heal life is messy and it's hard and it sucks sometimes and it might not get

better but you get better just don't do it alone you are worth everything we want you to stay in

and no not necessarily for us stay for you stay for the ice cream you haven't tasted the sunsets you haven't seen the hugs you've yet to experience the places you have yet to be stay for all the people you're going to meet who are going to love you because life is worth living and if we put our hands over our hearts we can feel the evidence of being alive and we can understand that it's a gift you are worth so much could you have the courage to reach out to talk to someone why because you are important you are worth so much love even if you don't feel it sometimes even if it doesn't feel like you deserve that all the time you are worth everything please stay with us

you're not alone we're standing right next to you we'll carry you if we need to we need you to be here to see the life that's waiting for you at the top of the butter

you

Mindfulness at work_ a superpower to boost product

If we're honest how mindful are we at work when we type in emails are we aware of our body perhaps there's a slight hunching forward of our shoulders or a clenching in our jaw or even perhaps a slight tension in our stomach when we complete tasks are we truly present or are we allowing our minds to wander back to what was said in a previous meeting or feeling anxious about the next one are we constantly interrupted and distracted by email notifications and text messages buying for our attention these days it seems like every magazine celebrity and corporate wellness program is promoting mindfulness is mindfulness a buzzword or is there substance behind it that's worth exploring I would like to propose that mindfulness is our superpower for the 21st century

mindfulness helps us to manage the stress and complexity of today's hyper-connected workplace so I ask you again how mindful are you at work can I invite you to take part in an exercise if you had to rate yourself on a scale of 1 to 10 with 10 being super mindful let's think Deepak Chopra and one being not mindful at all let's say the cartoon character Road Runner where would you rate yourself what number comes to mind you got a number I love what Robin Sharma says he says Clarity precedes success and awareness precedes transformation so this rating you gave yourself is your starting point to work from why has mindfulness become so important in the workplace according to the latest 2022 McKinsey insights across the globe four out of five HR leaders say that employee well-being and mental health have become

a top priority for the organization because of the significant rise in anxiety depression and burnout which is leading to absenteeism low engagement and a decline in productivity research shows that

employees are more stressed than ever according to a survey conducted by LinkedIn nearly half of workers today feel stressed in their jobs many of them are attributing it to their workload and their work-life balance the 2022 corporate Gallup survey reports that 28 of employees feel burnt out very often or always for many people the workday is spent dealing with multiple meetings constant deadlines and other distractions or competing for eye tension at the exact same time which is why so many of us inevitably resort to multitasking to get through the day answering emails while in Virtual meetings going to the bathroom with our phones in our hands eating lunch while completing online training and scrolling through social media while we wait in the coffee line

we've developed habits of what I call always being on the workplace asks that we perform at our best that we get along with colleagues that we Delight customers that we impress management it's so easy to get tangled up in this web of pressure stress and multitasking which can lead to us constantly feeling tired and anxious which we all know impacts our well-being our productivity and just our enjoyment of work and life and that's where mindfulness comes in mindfulness is being consciously present in what we're doing while we're doing it Neuroscience provides compelling evidence that mindfulness contributes to enhanced employee well-being a study conducted by the Stanford University School of Medicine showed that mindfulness reduced stress-related symptoms by 30 percent while various other research findings indicated that mindful irregular mindful practice contributes to increased focus and productivity in some cases by as much as a hundred and twenty percent

a Harvard happiness Professor uses a powerful analogy he says life is like a complicated jigsaw puzzle if you're starting with a thousand piece puzzle you'd start with the corner pieces first because it holds everything together and for him his corner pieces were sleep exercise gratitude and mindfulness the middle of the jigsaw puzzle represents everything in life we can't control War pandemics Rising inflation dot dot dot but when we apply our corner pieces we're able to expand our bandwidth as well as our coping mechanisms to be strong and resilient regardless of how tough the environment is I would like to propose that we need to make mindful practices the corner pieces of our daily work routine let's get practical how can we be mindful at work because I love what I do I often tend to take on too much and I'd find myself dancing dangerously close to this line of feeling constantly tired and a little bit burnt out

and I want to share three ideas with you that have significantly helped me to come back to being a human being and to stop being a human doing and the first idea I want to share with you is what I call a hero's minute picture this you open your laptop you've got a bunch of unread emails and some of them look urgent there's no time to respond because you've got a 9am meeting that you still need to prepare for your manager is trying to get hold of you never a good sign first thing in the morning you've got an issue with one of your projects that you haven't been able to figure out how to resolve

your to-do list is never ending and Bruno's at home with the sore eye that you think might need the Vets attention how are you feeling anxious stressed and then you take a minute and this is what I call a hero's minute for one minute you focus on an affirmation and roll it around in your mind over and over even though you think you don't have the

time you set your phone timer for one minute and for one minute you focus on an affirmation and nothing else you could use an affirmation like all I need is within me now now all I need is within me now or any affirmation that resonates with you that brings you back to your Center and makes you feel resourceful and able in fact if you're willing let's try this out now I'm gonna time us for one minute and for one minute I invite you to think an affirmation over and over with your complete attention and for the purpose of this exercise let's use the affirmation I can do this now the key is to combine your breath with your affirmation so every time you exhale thinking I can do this and every time you inhale thinking I can do this and it's important that you start on an exhale we often tend to want to start on the Intel inhale but starting on the exhale really grounds you and helps you to release stress so I will invite you and welcome you to

close your eyes if that feels comfortable and let's start exhaling I can do this inhaling I can do this continue in your own Rhythm and I'll let you know when the minutes are up and that is a minute how do you feel now like you've gone from anxious and stressed to calm and scented from this Foundation you've set yourself up to go out and do some of your best work you've increased your resilience and your resourcefulness in just one minute you're able to get present and be your own hero when you take a hero's minute at work you've successfully implemented mindfulness into your workday in addition to the hero's minute there's two others ideas that I'd like to share with you and this one is for all the email ninjas out there and it's what I call e-blocks

now I don't know about you but my colleagues and I often complain about email overload it seems like as soon as we've answered all our emails if that's possible we immediately ever launched by another wave of emails all needing eye tension email overwhelm is a real thing you know that sinking feeling you get in the put of your stomach when you're coming back from holiday or a long weekend away and you think about all the emails waiting for you in your inbox hmm before you note it can also become addictive checking your emails every few minutes I propose instead of checking your emails constantly throughout the day set aside two or three e-blocks of time where you only check your emails in a fully present and mindful way and the rest of the time your outlook is closed this is a game changer instead of letting emails bombard every minute of your entire day be intentional about how and when you check your emails

and notice how much more present and less stressed you are the third and final idea is what I call cell phone quarantine now you know when you're in a relationship and they say it's not you it's me or

they say they need some breathing space well I encourage you to be like that with your cell phone as cell phone relationships can sometimes be a bit obsessive and thingy let's face it research shows that the average working adult checks their cell phone once every four minutes now don't get me wrong cell phones are an incredible resource and productivity tool but they can also be one of our biggest distractions and stimulants so that we never fully unplug or truly present one of the ways I like to manage myself in relationship to allow for some healthy boundaries is that when I take lunch I put my cell phone on airplane mode and I leave it in my drawer so that

I'm not tempted to scroll through social media or respond to messages while I eat and this is what I'm speaking to about when I say cell phone quarantine it's a great way to be more present and mindful there are lots of ways to be mindful I hope that these ideas of a hero's minute e-blocks and cell phone quarantine have sparked your thinking on how you can successfully incorporate more mindfulness into your workday mindfulness is our superpower or should I say corner piece to managing the hyper connectivity and increasing demands of the workplace here's to your well-being and your productivity thank you

Mindfulness is for Everyone_ How To Be More Present Transcriber: Eric López Reviewer: David DeRuwe The power of your attention can change the world. Many years ago, I was struggling in my own life. After a series of unfortunate events, I was struggling emotionally, and life looked pretty grim at the moment. At that time, I was also studying to be a psychologist at the National Autonomous University of Mexico, and somewhat by chance, I stumbled upon mindfulness and meditation. And my life changed completely and profoundly. As you can probably tell by my accent, I'm a Latino, and unfortunately, only 4% of research studies in mindfulness and meditation are done with Latino subjects. In fact, research at Harvard shows that people who engage

in mindfulness and meditation for periods as short as 45 minutes per day for eight weeks can show significant changes both in the structure and function in the brain as long as they keep on practicing. Remember, if you want to receive the benefits of mindfulness, you have to practice. The study that I led at UCLA, University of California, Los Angeles, was the first study to compare the effectiveness between a mindfulness program designed for Latinos in Spanish to another program designed for non-Latinos in English. The results of this study show that mindfulness can be an effective tool for depression. In fact, we found that depression scores diminished in the same proportion in the Latino Spanish group as in the non-Latino English group, indicating that the results and the benefits of mindfulness practice

actually transcend culture. We also found that similar changes in the same proportion happen with stress scores and also with increases in well-being. After I started my own mindfulness and meditation practice, my life changed for the better. But more importantly, I found a deep motivation

and drive to share my experience and knowledge with other people. But mindfulness also has the potential to go global. The city of Flint, Michigan is positioned to be the United States flagship Mindful City through a project called the Mindful Cities Project, created by the Foundation for a Mindful Society. The aim of this project is to create mindfulness-related events all over the community. And the goal is also to engage around 25,000 people in Flint, roughly 30% of its population,

by the year 2025, with the objective of creating a more thriving and healthy community, as well as to promote a more compassionate leadership. Mindfulness also matters to you. It is an accessible practice, regardless of your socio-economic and cultural backgrounds. It is all about exercising and acknowledging the natural capacity that we all have to be in the present moment. Because if we are completely honest with ourselves, we're not usually in the present moment. So mindfulness is a way to come back to the present moment, and whenever you're able to do that, your focus, your concentration your clarity can increase, thus helping you to reduce your stress, reduce your suffering, and even increase your well-being. But that's not all. Mindfulness practice can also help you to increase your empathy

to become aware of our shared humanity. We all share the same fate because we live on the same planet. The freedom that we can obtain from mindfulness practice can actually transcend culture, just like I found in my study at UCLA. By the way, probably the best way to experience the full range of benefits of mindfulness practice is by doing something called mindfulness meditation. So I would like to lead you in a very short but effective exercise so that you can experience for yourself what mindfulness actually feels like. So, would you folks like to do a quick exercise with me? Just raise your hand.

That's better with sound because I cannot see you. So ... this is a very simple exercise. You can do it either with eyes open or closed, whatever feels most comfortable to you,

and if you care, you can also sit with your back straight. I can hear that you're all sitting with your back straight from here. So, just see if you can bring your attention to your body right now, not so much thinking about the body, but rather feeling the sensations in your body. For instance, the contact of your feet with the floor, or perhaps the contact of your back against the chair. Just becoming more aware of your body right now. And as you notice the sensations in your body, see if you can find a sensation or a region in your body that is relaxed or calm - a region where you can find restfulness. Could be the hands, the feet, or any other region of your body. So once you find that region, that part of your body, just focus your attention right there. Notice, what does

it feel like to be present with this restful, relaxing sensation? And if your mind wanders off because

that's what our mind usually does, just simply bring it back to this relaxing and restful sensation. So, whenever you feel ready, you can gently open your eyes. This is just an example of the power of your own attention. In fact, research shows that on average, we lose 80 minutes, that is one hour and 20 minutes every single day from not being present. Imagine what would happen in your life if you had one hour and 20 minutes more every day? So perhaps you can also try mindfulness in everyday activities such as brushing your teeth, speaking with people, listening, or maybe even driving. Mindfulness is all about exercising our natural capacity to be aware of what is happening right here, right now. And by the way, meditation is not

the only way to practice mindfulness. Sometimes when I have too much stress in my life, I like to focus on sounds. Bringing my awareness to sounds. I remember one time when I was so caught up with work, and I had a lot of stress, and I decided to focus my attention on sounds. And up until then, I was completely unaware that right outside of my office, there was a beautiful mix of birds chirping and silence that allowed me to reconnect with the present moment and find a greater sense of peace and presence. Now, as founder and director of one of the leading mindfulness institutions in Mexico and Latin America, I have helped thousands of people like you and me to experience the benefits of mindfulness practice in their own life in multicultural settings all over Mexico, Latin America, and also here in the US. I have spent close to two decades researching,

training professionals in mindfulness, and also teaching people from all walks of life. In some of the leading institutions in the world. Mindfulness has changed my life profoundly and for the better, and it can also change your life as well, and also the direction of humanity at a larger scale. And to close as Mary Oliver, the poet would say, and I think this captures the essence of mindfulness: What is it that you're planning on doing with your one wild and precious life right here, right now? Thank you.

Mindfulness_ What is it really_ _ Marie Ficociello mindfulness there's a lot of hype about mindfulness out there lately seems to be a buzz word that's written about and spoken about everywhere however it's often used irreverently the myriad of ways in which mindfulness is discussed can lead to confusion and misunderstanding about what it is and how to practice it my goal is to help bridge the gap between your knowledge of mindfulness and its practical applications so you can reap the benefits of being mindful so what is mindfulness well according to holly rogers author psychiatrist and the co-founder of coral mindfulness for emerging adults mindfulness is the capacity to be to hold awareness in the present moment with curiosity and compassion mindfulness means being in the moment whatever that moment is without judging it it means you're not planning for the

future or ruminating about the past your body and mind are engaged in the same activity so i'd like to show you an image that i think greatly depicts mindfulness now i'm sure we can all relate to the

person in that image right well this is how we spend much of our time we're so focused on all the things going on in our lives that we're not present in the moment many times in fact two researchers from harvard did a study with over two thousand participants using an app that would ask these participants their thoughts feelings and actions throughout the day and this study revealed that we spend 47 of our waking hours distracted from the present moment now think about that that's almost half of our waking lives in which we're not truly living we're missing life's events as they unfold

and this study also demonstrated that this wandering mind that we have can lead to unhappiness and it also showed that people are happier when engaged in the activity at hand even work even school more so than when they're thinking about a pleasant activity now john kabat-zinn creator of the mindfulness-based stress reduction program and the man credited for bringing mindfulness to mainstream america often talks about the joy that mindfulness can bring to life he says we're missing the extraordinariness of the ordinary and there are many other benefits to mindfulness but i'm speaking about the happiness factor only so now how do we become more mindful well the answer is with meditation the practice of meditation is what cultivates mindfulness however meditation is another word that's often misunderstood and sometimes it has negative connotations for some associated with cults and others with

specific religions that they don't practice but you don't need to believe in anything particular to meditate people from all walks of lives have used it for over thousands of years and have reaped its benefits so now the question is what is meditation well according to john kavatson mindful meditation is the awareness that arises from paying attention on purpose to the present moment without judgment and if you think about that it's very similar to the definition i gave you of mindfulness but as holly rogers says mindfulness is the capacity to be present in the moment and meditation is the tool that cultivates that capacity and there are many scientifically proven benefits of meditation benefits that greatly affect our bodies our minds and our brains for example just to list a few meditation can reduce blood pressure can strengthen the immune system can improve

your quality of sleep and it helps those living with chronic pain now there's also functional mri studies that have demonstrated that meditation can change the structure of our brain so for example it's been associated to increase the gray matter in our brain that's associated with areas in our brain of feelings of wellness so we can spend more time there now throughout my study of meditation and mindfulness unfortunately i've learned that a lot of people think they can't meditate because they can't stop their thoughts and that's a big misconception of what meditation is because we can't shut our brains off they're designed to think so as the definition states when we practice meditation we are present in the moment on purpose so what we do is we focus on something and then hold that awareness as best we

can and in meditation what we focus on is called an anchor and there are various anchors that people use like sounds or body sensations but breath is the most universal anchor that is used so i'll speak about the breath so what we do when we meditate is we stop what we're doing and we practice non-doing and we focus on our breath and then inevitably your mind's gonna wander so you gently guide it back to the breath and it's okay that your mind wanders it's expected it's normal and as jon kabat-zinn says if your mind wanders a thousand times bring it back a thousand times now the interesting part is that when you notice your mind has wandered that's you being mindful and we refer to meditation and mindfulness as practices and that's the practice it's noticing when your mind has wandered and then bringing it back to

your breath or your anchor or whatever activity you're doing now most people know that meditation reduces stress and calms you down but there's no end goal in meditation it's about the process and there's no such thing as meditating wrong that's a judgment and we try to release judgments when we're being mindful so again meditation is not about stopping your thoughts it's about letting them float on by like clouds in the sky now holly rogers and her colleagues did a research study that demonstrates that benefits of meditation can be achieved with at least 10 minutes of practice a day now i know some of you are thinking ain't nowhere i'm going to sit there and practice for 10 minutes a day so start small start with one minute or three minutes and build yourself up the wonderful thing about meditation is that it can be practiced almost anywhere and anytime

you can meditate while waiting for a class to start or a meeting on the subway or in the grocery line you can meditate standing up sitting laying down or even walking you can meditate in silence or with a guided meditation there are many apps and websites that offer free guided meditations now i've been practicing meditation on and off for over 15 years but it's the last three and a half years that i've practiced consistently on a daily basis and guess what my mind wanders all the time in fact i'll go as far as to tell you that i still struggle with meditation though i'm told it'll get better so even when i don't think anything's happening things are happening i continue to practice because it's given me profound changes in my life it's given me a greater sense of peace and a greater sense of contentment than

i used to have and because i'm present more throughout the day i enjoy things more even the mundane daily things and there's another big thing i want to bring up about meditation and it has to do with stress and meditation allows us a space between what has happened or what has been said and how you deal with it so if you're like me and you have all these stressful things coming at you it allows you to respond to a situation instead of instantly react for oftentimes it's those instant reactions that lead us to say or do something that we later regret so as i said meditation cultivates mindfulness it's actually considered a formal practice of mindfulness but there are many ways to be mindful for example there's mindful eating how many times do you eat in front of the tv the computer

or playing with your phone and you don't even taste what you're eating so i see my students do

this all the time okay and so when you eat without distractions you generally can enjoy your food more because food is not only meant to nourish us it's so it can bring us a lot of pleasure and guess what there's evidence that shows that if you eat mindfully you eat less and therefore you can lose weight now this mindful speech and that's about thinking before you speak is what you're going to say necessary does it really need to be said and is it kind and is it true because even kind things can be said and even difficult things excuse me can be said in a kind manner and there's mindful listening and that's about listening to understand what's being said instead of just waiting to respond are you truly listening with your mind

and your body and then are you thinking about what you're going to say before you say it there's a reason we have two ears and one mouth now i challenge everybody in this room and out there to take your next shower mindfully watch the water as it falls from the faucet taste it feel it against your skin smell the soap feel your fingertips as you're shampooing your hair now the shower can be a very pleasant in both an invigorating and relaxing experience so as i said before meditation cultivates mindfulness and one way to make an experience more mindful is to incorporate your five senses into anything you're doing so now i invite you to take a short brief breath awareness meditation with me so if you would sit upright with your

back straight but relaxed your feet flat on the floor and hands resting on your lap now you can close your eyes if that's comfortable for you or have a soft downward gaze in front of you now take three slow deep breaths in and out and in and out and in and out now let your breath fall to a normal rhythm and bring your awareness to it where do you feel the breath in your body do you feel the air enters your nostrils or maybe you feel it in the back of your throat or perhaps you feel your chest expand be curious about the breath do you feel your belly rise and fall with each breath and if you notice your mind has wandered that's okay

gently guide it back to the breath without judging yourself there's this breath and there's this breath there's nowhere to be there's nothing to do but just sit and breathe and as we bring this practice to a close follow three cycles of breath from the in-breath all the way to the out breath and make a commitment to yourself to carry this level of awareness with you throughout the day now gently open your eyes you just practice a breath awareness meditation and i encourage you to bring this up to 10 minutes of practice a day now i want to leave you with one more thing gandhi used to talk about how productive meditation made him throughout the day so if you think you can't practice meditation for at least 10 minutes a day then consider his words he said i have so much to accomplish

today that i must meditate for two hours instead of one thank you

My antidote for stress _ Hidde de Vries _ TEDxDelf

this is me a couple of years ago during my world trip enjoying some well-deserved time off this was also right after a business failure the business my partner and I had built wasn't able to cope with the financial crisis we had to work 24/7 in order to prevent bankruptcy but eventually we managed to get everything sorted we were able to close the company without leaving anybody in debt except for a huge debt to myself physically and emotionally I was completely drained but I was not alone work stress seems to become a silent killer in modern day society did you know that in the Netherlands alone over 13% of the workforce suffers of burnout symptoms that is 1 out of every 8 colleagues in your workplace now Burnout symptoms can be anything ranging from chronic fatigue loss of appetite meth concentration up to insomnia and depression to add to this in the States these numbers even

significantly higher any thoughts several researches indicate a staggering 53 percent of the American workforce feeling overworked and burned out with this high number you must recognize some of the following to people who wake up snoozing skip breakfast arrive at an overloaded agenda that they multitask throughout the day have lunch at their desk because it's always too busy and then at night or in the evening when they come home they have dinner on the couch in front of the TV with Facebook and email in their lap and then at the very last moment just before they go to sleep they scroll through their mobile phone and read all about the latest disasters and annoying replies to be honest that was me and you know what I did I fled I left the Netherlands and went on a trip around the world and after a while I realized that there must be a way to be ambitious yet to remain in control of your life so I went out and visited meditation monasteries met up with nutritionists practiced yoga and learned

all about mindfulness and stress management and there's a lot out there that we already know but why haven't we been able yet to find a way to effectively deal with work stress eventually what I found what I believe and what has been proven is that if you want to perform at your best you have to balance three things energy focus and happiness decide on one thing that makes you happy and make that your goal put all your focus to that goal and create the energy to become successful if you feel to balance your energy focus and happiness you'll probably spend a lot of time with people you don't like a lot of time doing work you don't like and you'll probably lose yourself completely along the way if you do manage to balance your energy focus and happiness that's when the magic starts so how to go about balancing your energy focus and happiness this is how it works for me I wake up in the morning before the alarm bell goes off and that means going to bed when you need to not when the latest episode of Netflix is Phoenix

extra time I used to have a healthy breakfast and some quick yoga exercises both to get your metabolism and body going then in healthy nutrition it's all your metabolism and supports long lasting and continuous energy flow throughout the day then during your day try to take a break announce it once in a while but trust me it won't kill you and then in the evening when you come home before 9:00 p.m. switch off all your devices your TV your laptop even your mobile phone this will ensure the natural production of melatonin your natural sleeping hormone and it will also prepare your body for a great night's sleep that is good deep sleep well we rewrote it the next day to you in the form of more energy which you further increase the same waited today before so you can already see the positive spiral going up then for focus use the extra energy to focus on one thing at a time try the following stick out your right hand and circle that to the right now stick out your right foot and circle that to the left

see face it we cannot multitask multiple researchers have shown that multitasking not only slows us down it also reduces our outcome so by focusing on one time on one task at a time will not only improve our performance but will also make make us faster and then for happiness what's the one thing that makes you happy what is your goal are you just working to look busy or to get food on the table or are you actually achieving something are you working towards your dream your passion because if you do something you love you'll be better at it faster and you have a lot more fun doing it and as an added bonus people will appreciate you for it and share it with others thus spreading the words opening up new opportunities for you you can already see how these three elements complement each other right so whether you want to become a great athlete and loving partner or a business tycoon if you put your focus and energy to it

you're bound to become successful as for me I have to admit I'm still a downright workaholic but by balancing my energy focus and happiness I'm now able to enjoy all of it and I achieve a lot more than I used to and surely I still work long hours but I also happily closed my laptop even when work is not finished and this is something I've never done before so is this all new know we're all somewhat familiar with all the individual elements I just described but how about if you try to balance your energy focus and happiness aside on one thing that you want to achieve focus completely on that one goal and create the energy to become successful try it I bet you can make magic thank you

My journey to self love _ Dr Andrea Pennington _ T

could you look yourself in the mirror and say I love you me a few years ago I couldn't saying those four words would have been really difficult I did not love myself and I didn't see what could possibly be lovable about me well I've come a long way since then and now not only will I say those words I will sing them for you as well today I'll share a bit of my healing journey from self-hatred to real self-love it's the true story of how music saved my life and set me free from several diagnoses

including depression I was born in Nevada and when I was three years old my parents got divorced my mother then moved our family to Denver Colorado so she could finish medical school when she got into private practice I was shuffled between school and the babysitter and my older sister when it was the weekends I begged my mom is to go to the hospital with her so as she did her patient rounds I would hang out in the gift shop

and I was always very quiet and well behaved mainly because at home my mother repeated often children are to be seen not heard just as she was told when she grew up now the conversations on the phone with my father were mainly about how I was doing in school he came from the generation that believed that with an education you could get a good job a pension and a secure future so when he found out that I was performing in a music recital or a school play I often heard the tone of disapproval in his voice he told me I needed to focus on my grades successful musicians and actors are just one in a million my dad grew up in Tennessee it's one of the United States known for country music and many people travel there to look for fame but very few people find it now my dad is actually an excellent guitar and banjo player and he excels in photography so it's really not surprising that music and creative arts are natural passions for me but he always discouraged me from pursuing them

as a career because he had seen too many people try and fail at that so I worked really hard at school so that I could keep my dad's approval so that I could keep performing in theater band and choir it was through music and theatre that I could move and release the emotions that were bottled up inside of me and it was on stage that I was finally told it was good to be seen and totally acceptable to speak up and sing out loud so when I got to university I performed in community theater I discovered video production and I became the general manager of our campus TV station as a pre-med student and this is when my father told me that I was a dilettante just like him enter diagnosis number one dilettante a person who cultivates an area of interest such as the arts without serious commitment or knowledge synonyms include dabbler tinkerer trifler amateur non-professional non-specialists pretty negative right isn't it amazing how quickly we slap a label on anything that's outside of the box instead of

encouraging the individuality within each of us once again my father urged me to focus on my studies so that I could get accepted to medical school and I felt the need to hide and downplay my true passions and interests I didn't want to be seen as not serious so from childhood to early adulthood I became a chameleon I did everything I could to look sound and behave in serious acceptable ways and over time I noticed this growing sense of unease I never quite felt comfortable in my own skin I didn't feel like I was good enough and I was terrified that someone would find out I wasn't smart enough and sadly I never got to enjoy the fruits of my hard labor getting all A's on a report card or a standing ovation didn't make me feel good about myself or proud in fact my

self-worth never increased based on the things I did but I still tried really hard to be perfect and I remember feeling intense shame anytime that urge for creative expression bubbled up

inside of me it was not a fun way to live and I was pretty sad and alone when I got to medical school I studied day and night and for the first time I had no time for all of the artistic things on the side and that underlying sadness well that turned into really dark moods so I went to Student Health Services to get some help and that's when I received diagnosis number two depression the doctor gave me three prescriptions one for antidepressants one for sessions with a therapist now the therapy sessions were actually helpful it felt good to finally confess how stressed and sad I was the antidepressants though they just made me feel numb instead of low moods I felt flat but the third prescription she gave me was the most effective and the most surprising when I applied for medical school this same doctor interviewed me and I was surprised that she remembered that I play classical piano she asked how often do you play piano now I looked at her like she was crazy who has time for playing music

when you're surrounded by brainiacs who seem to know everything already when I have to study constantly she suggested that I play piano for 30 minutes a day and when I looked at her like she was off her rocker she said 30 minutes a week to this doctor it seemed completely logical and totally acceptable that I should engage in an activity that brought me joy and expressing myself through music always felt good yet I denied myself that pleasure when I at most my mind had been so programmed to deny shutdown and belittle myself for my creativity that I was really suffering well I took her advice and I started playing piano more and I'm convinced that this is what got me through med school alive now I wish I could say I graduated with total self-acceptance but no when I got to my medical residency I basically threw myself into the 100 hour workweek with gusto and I also studied acupuncture and Chinese medicine and once again I heard a judgmental voice telling me I needed

to seriously focus on just one thing but it wasn't my dad apparently the people around me were confused by my integrative and holistic approach to wellness and my multiple interests I heard things like are you a doctor actor singer acupuncturist the assumption was that I was unfocused not serious but why do we have to be only one thing and why can't we celebrate all parts of us have you ever felt a little bad because you have a lot of ideas or interests yeah thank you lots of things you want to explore well these people told me they thought I had a DD welcome to diagnosis number three once again I felt the need to suppress my authentic self even more I became an aggressive go-getter intensely driven to build up my credibility through advanced degrees licenses and certifications the joke in the family was aundrea has more degrees than a thermometer and all of the shiny wealth that I earned did not spark any joy instead I had these constant thoughts that it was never enough and nothing really mattered and I woke up

every day feeling totally empty I dreaded leaving the house and it was only a sense of obligation that motivated me to put on that happy face and a rally for the daily grind I was a functional depressive just three years into my professional career had published my first book appeared on The Oprah Winfrey Show multiple times and I regularly stood on stages flashing a smile from ear to ear but that smile did not reflect true happiness on the inside I was miserable but nobody knew it cuz I hid that to the price for driving myself so intensely and constantly searching for approval had given way to feelings of self-hatred and burnout and like a dark heavy cloak depression became a constant presence in my life it was as burdensome and constricting as a tight coat soaked through from the rain and dripping in black sticky tar and this cloak of depression had an oversized hood that would droop over my eyes blocking my vision it compressed my ears muffling the rich sounds of life and the music of

my heart and worst of all it allowed sad thoughts of hopelessness to sink into my mind and then I hit rock bottom in 2005 I asked God to take my life now I was not suicidal I had no plan to harm myself but I did not want the life I was living to go on anymore while I was on vacation in the Mediterranean I was invited to sing at this glorious hot spot in San Tropez and as I'm on the mic singing my jazzy soul tune I watched as a sea of people moved and swayed and I felt free I felt as though I were being received as me and when I got to my hotel in con I woke up the next morning thinking what just happened there I experienced pure bliss and total flow and in two days I'd have to go back back into that dark depressing box of conformity and that's when I lost it I cried out to God saying take it take my body my talents my business I don't know what I'm doing with it and as I cried I was shaking I flung myself onto the bed and I felt my body melt

into the bed there was this intensely bright light and I felt myself being drawn into the light and as I left my body I thought God was answering my prayer and that's when I saw several visions that completely changed my entire perspective on life first I saw a total life review where each and every decision I made whether consciously or not logically led to that point of depression I saw that when we come to earth it's up to us to decide who we will be and what we will become not our parents society or even religion and when I understood that I have the power to choose and my choices impact my experience and my feelings that's when I was shown a vision of just a beautiful sparkly future that inspired me to say yes to life I came back into my body and that depression was gone I came out of that experience knowing that no matter the drama and trauma we endure or the Karma we accumulate at our core we are pure truly loveable and we deserve to be celebrated for our uniqueness not crammed into some box of Conformity

thanks to the awakening inspired by my musical epiphany I was able to surrender my ego and reconnect with the essence of my true self where all of my past programming was replaced and I left

kaan a changed woman the last city I visited before returning was Barcelona where once again I stood on stage to sing and it's where I met this beautiful singer songwriter named Maudie Chell the Latin Queen of Soul and we found out that we live not 30 minutes apart back in DC and we pinky swore that we would get together when we returned well when I got back home I started to dismantle the life I once knew and hated and I began to design my diamond life as I now call it I deepened my spiritual practice with yoga meditation and Qi Gong I started singing and writing music more I performed with Mari Chell and we got together to work on a song which I will sing for you today reconnecting with music saved my life and it allowed me to live as my authentic self I was able to replace that heavy dark cloak of depression with a light cape of

creativity it also inspired me to launch a not-for-profit real self-love movement to freely share resources for healing and self-love tools through books documentaries events and of course through music so before I sing for you please know this I don't think that you need to move to a foreign country perform on stage or even have a mystical out-of-body experience to learn or remember that you are truly loveable and accepted as you are my experience was quite a convoluted adventure but I know now there's a gentler path to reviving the authentic self it's about returning to your true home so what about you have you been wearing that fake I'm fine mask but deep down inside you feel that urge that rumbling inviting you to be truly you have you been placed into a box of diagnoses that don't quite fit is there a part of you that you have denied or disowned I invite you to reclaim those lost or hidden parts of yourself reconnect with what makes your heart sing and it doesn't have to become your career but

it may be the catalyst for your rebirth giving you the courage to step up and live as your authentic self and remember you don't have to look like anybody else now I'm not sharing my story today to put any shame or blame on my parents they loved me and they did what they knew based on their upbringing but my experience has inspired me to parent my daughter differently now many people ask if I regret becoming a doctor I don't this line of work really satisfies my nerdy left-brain love of science and it's part of what makes me authentically me it hasn't stopped me from launching a branding media and publishing company to satisfy my right brain creative side now we've been told that diagnoses like a DD depression and anxiety are these terrible brain diseases and I don't deny that they are real conditions and I'm in favor of effective treatments but I believe they may be symptoms of disconnection with the authentic self losing the connection to your true essence and having your power to choose stripped away through

early childhood experiences may be part of why you feel so bad I wasted so much time and energy trying to give the word dilettante a positive spin but I realize it's an archaic outdated term and it's so much healthier for me to embrace my true nature as a multi potential Renaissance human I believe we all need to embrace all of who we are to be truly healthy happy whole and fulfilled it's my

deepest desire and my highest wish that you can also look yourself in the mirror and say I love you me

mirror mirror on the wall tell me what you see I see brain dead deep inside staring back at me what I see is not happening no what I see has flaws but when I look deep aha what I say fills me with all

any one of my soul I must apologize it all alone to get to know and now I realize that a million

expectations I was trying to achieve now tired of avoiding confrontation

you

My philosophy for a happy life _ Sam Berns _ TEDxM

Transcriber: Bob Prottas Reviewer: Ariana Bleau Lugo Hello everyone. I'm Sam, and I just turned 17. A few years ago, before my freshman year in High School, I wanted to play snare drum in the Foxboro High School Marching Band, and it was a dream that I just had to accomplish. But each snare drum and harness weighed about 40 pounds each, and I have a disease called Progeria. So just to give you an idea, I weigh only about 50 pounds. So, logistically, I really couldn't carry a regular sized snare drum, and because of this the band director assigned me to play pit percussion during the halftime show. Now pit percussion was fun. It involved some really cool auxiliary percussion instruments, like the bongos, timpani,

and timbales, and cowbell. So it was fun, but it involved no marching, and I was just so devastated. However, nothing was going to stop me from playing snare drum with the marching band in the halftime show. So my family and I worked with an engineer to design a snare drum harness that would be lighter, and easier for me to carry. So after continuous work, we made a snare drum apparatus that weighs only about 6 pounds.

I just want to give you some more information about Progeria. It affects only about 350 kids today, worldwide. So it's pretty rare, and the effects of Progeria include: tight skin, lack of weight gain, stunted growth, and heart disease.

Last year my Mom and her team of scientists published the first successful Progeria Treatment Study, and because of this I was interviewed on NPR, and John Hamilton asked me the question: "What is the most important thing that people should know about you?" And my answer was simply that I have a very happy life.

So even though there are many obstacles in my life, with a lot of them being created by Progeria, I don't want people to feel bad for me. I don't think about these obstacles all the time, and I'm able to overcome most of them anyway. So I'm here today, to share with you my philosophy for a happy life. So, for me, there are 3 aspects to this philosophy. So this is a quote

from the famous Ferris Bueller. The first aspect to my philosophy is that I'm okay with what I ultimately can't do because there is so much I can do. Now people sometimes ask me questions like, "Isn't it hard living with Progeria?" or "What daily challenges of Progeria do you face?" And I'd like to say that, even though I have Progeria, most of my time is spent thinking about things that have nothing to do with Progeria at all. Now this doesn't mean that I ignore the negative aspects of these obstacles. When I can't do something like run a long distance, or go on an intense roller coaster, I know what I'm missing out on. But instead, I choose to focus on the activities that I can do through things that I'm passionate about, like scouting, or music, or comic books, or any of my favorite Boston sports teams.

Yeah, so --

However, sometimes I need to find a different way to do something by making adjustments, and I want to put those things in the "can do" category. Kind of like you saw with the drum earlier. So here's a clip with me playing Spider-Man with the Foxboro High School Marching Band at halftime a couple of years ago.

Spider-Man theme song

Thank you. All right, all right, so -- That was pretty cool, and so I was able to accomplish my dream of playing snare drum with the marching band, as I believe I can do for all of my dreams. So hopefully, you can accomplish

your dreams as well, with this outlook. The next aspect to my philosophy is that I surround myself with people I want to be with, people of high quality. I'm extremely lucky to have an amazing family, who have always supported me throughout my entire life. And I'm also really fortunate to have a really close group of friends at school. Now we're kind of goofy, a lot of us are band geeks, but we really enjoy each other's company, and we help each other out when we need to. We see each other for who we are on the inside. So this is us goofing off a little bit. So we're juniors in High School now, and we can now mentor younger band members, as a single collective unit. What I love about being in a group like the band,

is that the music that we make together, is true, is genuine, and it supersedes Progeria. So I don't

have to worry about that when I'm feeling so good about making music. But even having made a documentary, going on TV a couple of times, I feel like I'm at my highest point when I'm with the people that surround me every day. They provide the real positive influences in my life, as I hope I can provide a positive influence in theirs as well.

Thank you. So the bottom line here, is that I hope you appreciate and love your family, love your friends, for you guys, love you Bros and acknowledge your mentors, and your community, because they are a very real

aspect of everyday life, they can make a truly significant, positive impact. The third aspect to the philosophy is, Keep moving forward. Here's a quote by a man you may know, named Walt Disney, and it's one of my favorite quotes. I always try to have something to look forward to. Something to strive for to make my life richer. It doesn't have to be big. It could be anything from looking forward to the next comic book to come out, or going on a large family vacation, or hanging out with my friends, to going to the next High School football game. However, all of these things keep me focused, and know that there's a bright future ahead, and may get me through some difficult times that I may be having. Now this mentality includes staying

in a forward thinking state of mind. I try hard not to waste energy feeling badly for myself, because when I do, I get stuck in a paradox, where there's no room for any happiness or any other emotion. Now, it's not that I ignore when I'm feeling badly, I kind of accept it, I let it in, so that I can acknowledge it, and do what I need to do to move past it. When I was younger, I wanted to be an engineer. I wanted to be an inventor, who would catapult the world into a better future. Maybe this came from my love of Legos, and the freedom of expression that I felt when I was building with them. And this was also derived from my family and my mentors, who always make me feel whole,

and good about myself. Now today my ambitions have changed a little bit, I'd like to go into the field of Biology, maybe cell biology, or genetics, or biochemistry, or really anything. This is a friend of mine, who I look up to, Francis Collins, the director of the NIH, and this is us at TEDMED last year, chatting away. I feel that no matter what I choose to become, I believe that I can change the world. And as I'm striving to change the world, I will be happy. About four years ago, HBO began to film a documentary about my family and me called Life According to Sam. That was a pretty great experience, but it was also four years ago. And like anyone, my views on many things have changed, and hopefully matured, like my potential career choice. However, some things have stayed

the same throughout that time. Like my mentality, and philosophy towards life. So I would like to show you a clip of my younger self from the film, that I feel embodies that philosophy.

I know more about it genetically. So its less of an embodiment now. It used to be like this thing that prevents me from doing all this stuff, that causes other kids to die, that causes everybody to be stressed, and now its a protein that is abnormal, that weakens the structure of cells. So, and it takes a burden off of me because now I dont have to think about Progeria as an entity. Okay, pretty good, huh?

Thank you. So, as you can see Ive been

thinking this way for many years. But Id never really had to apply all of these aspects of my philosophy to the test at one time, until last January. I was pretty sick, I had a chest cold, and I was in the hospital for a few days, and I was secluded from all of the aspects of my life that I felt made me, me, that kind of gave me my identity. But knowing that I was going to get better, and looking forward to a time that I would feel good again, helped me to keep moving forward. And sometimes I had to be brave, and it wasnt always easy. Sometimes I faltered, I had bad days, but I realized that being brave isnt supposed to be easy. And for me, I feel its the key way to keep moving forward. So, all in all, I dont waste energy feeling bad for myself.

I surround myself with people that I want to be with, and I keep moving forward. So with this philosophy, I hope that all of you, regardless of your obstacles, can have a very happy life as well. Oh, wait, hang on a second, one more piece of advice -

Never miss a party if you can help it. My schools homecoming dance is tomorrow night, and I will be there. Thank you very much.

Navigating Leadership and Perceptions as a Muslim I never imagined myself leading a religious institution and frankly neither did any of the kids I was growing up with I was having fun exploring fashion in high school and after college navigating through corporate America with IBM but seriously life did take a turn when I became the youngest person on the board and years later the first female to be president board chair at the Islamic Center of Greater Cincinnati I found myself you know speaking to more and more audiences about entrenched perceptions about Islam and particularly Muslim women perceptions such as Muslim women are relegated to the home they're not allowed to hold leadership position and then some and their dress is oppressive perceptions had been part of my experience growing up as my parents brought my siblings and me to America from Pakistan when I was nine years old like many of your ancestors they came

here to provide a better life for us than future generations with all the wonderful opportunities that America has to offer it also unfortunately has a history of ostracizing or trying to keep out the New

Kids on the Block this has been particularly amplified for Muslims since 9/11 life has held an unprecedented level of hate fear bias and hate crimes directed towards Muslims and Islam in general devastated by the loss of innocent life and horrified that these individuals could even be called Muslims that period and Beyond has held particular difficulties for your Muslim American neighbors our son of eat came to us shortly after 9/11 and reluctantly shared that one of his class mates asked him hey which one are your relatives did this my heart was shattered despite the heartbreak as an American as a Muslim as a mother I was moved to deepen my engagement of education and outreach in the community I was compelled to do so not just for my three children but all of our children and the

world we leave behind all of the civic work and all of the civic work and the 30 years of experience in dealing with the business community didn't completely prepare me for some push back that I would receive when I took on the role of president and board chair at the Islamic Center being the first female to do so it's such an institution across the country daunting as the task was it was particularly challenged because there were some within the Muslim community and some out that questioned the ability of a female to take on this role they challenged my capabilities to be able to offer the leadership and the voice that was needed at such challenging times instead of angry I was frankly motivated for the role the role demanded that I get to know respect and leverage such a divergent group of people and needs in order to further the work of the institution its vision and its growing community it also demanded that I speak much more speaking to local and regional and sometimes national groups one of the memorable speaking engagements I want to

share with you is it was to the Westchester Liberty chamber in Butler County in the short amount of time that I had I talked about their muslim-american of their Muslim American neighbors about the collective work the Islamic Center was doing providing leadership and serving the region and beyond I also talked about misconceptions about Islam's view on violence and yes about Muslim women some women you know the minister information that surrounds them and quite often the box that they get put into is cut often due to dress I share it on that day as I share today that they had job you you worn for religiously reasons covering the hair maybe perhaps makes Muslim women people look at Muslim women including me today differently the hijab perhaps does carry a lot of baggage but it's not the Muslim woman's baggage it's usually everybody else's the abaya where the gown that's born for reasons

of modesty and many cultures you and to be known as a Muslim woman as that you look at me and respect me for what's in my head and what's in my heart and not my physical beauty quite often people see this as restrictive oppressive or somehow limit him like freedom's frankly I found they her job in the abaya to be quite liberating when I went for a Hajj or my pilgrimage to Mecca it allowed me to focus on my relationship with my Creator the worship I was there to do and not on what I was

wearing or frankly anybody else around me and you know I was and still am Who I am when I finished that day in my head job a professionally dressed woman blonde 40s walked up to me her face was full of emotions she came very near and she said I want to thank you for allowing me to know myself I was so full of hate and afraid to ever think about visiting the Islamic Center or even talking to a Muslim dressed the way that you are her eyes filled with tears as we continued

to speak just to women connecting and realizing that they had far more in common than their outward appearance would lead them to believe just being authentic honest and open with one another when we finished she asked can I give you a hug that was one of the best hugs that I have ever received so don't let your fear hate perceptions keep you from stepping out of your comfort zone and getting to know the truth about people that are your neighbors if your experiences are anything like mine you will realize that you have far more in common than even you thought so so get to know people directly from them and their special places it will enrich your lives thank you

you

Over the Bridge_ My Journey with Depression _ Abby what's your name asked the policeman below where are you from he tries again please just come down so we can talk about this he bads ventur of space between us felt like miles I had good reason for the silence I was standing on the ledge of the Brooklyn Bridge my name is Phil said the policeman under me can you sit down my body was numb my heart was numb the only thing I could really feel was the icy cold railing I was gripping so tightly with my two hands I mean how did my life ever get to this point where it seemed like the only option I had left was to take take two trains to the bridge climb over the railing and walk across the scaffolding to try and jump well depression starts slowly it starts as a little snowball on top of a big mountain and this little snowball starts

rolling down the mountain eventually picking up enough speed or momentum until it's this full-blown Avalanche out of control that takes over your whole life and all your senses it's getting buried underneath all that snow H having to dig your way out to find that you're at the bottom of this hole and no matter how hard you struggle to pull yourself out of this hole there're these weights on both of your feet that just drag you back down that is what depression is like my story doesn't start on the bridge it starts years before and where exactly the beginning isn't quite clear all I really know is that in seventh grade I felt more isolated than I had ever felt before growing up as a child I was always a little different than others for better for worse but this time I felt as if I known to talk to know one who understood know one who really cared I felt truly alone in the world and this was the first time that I

physically wanted to hurt myself see at the time one of my close friends had been going through a tough time and started cutting herself and she explained to me how sad she got but she never really

told me why this led me to thinking about how much relief physical pain must bring to numb emotional pain how good it must feel to be able to feel something besides this slow sinking feeling that can only be described as depression well I just couldn't go on feeling like that because I was stuck stuck feeling like that but I didn't want to be I was stuck struggling in this void but I wanted to feel happy again so I tried to reaching out to someone in late March at the time I had already been going to see a therapist but I wasn't really telling her anything and I can still remember how scary it was to finally tell someone how I was really feeling things unfortunately didn't automatically get better from there because most of the time you go a lot

lower than you thought was possible before things start looking up talking about the things going on does help but it's a mixture of therapy medication and most importantly time that takes before you can feel a lot better on April 4th 2014 I found myself crying at the floor of my closet debating if life was worth living all I can really remember feeling on this day is this is is never going to get better I don't deserve life I seem to have everything I have a supportive family I have a few close friends and I do relatively well in school even more than that I'm a privileged female living in a first world country with running water food in my stomach and clothes in my back yet I'll still wake up every day to gray skies and just barely enough willpower to make it through and that didn't make sense to me because I should have been happy but I just wasn't so it's not ever a person's fault that they feel strong emotions but it is that person's

responsibility on what they do based on these emotions now you might be wondering why I'm standing up here and disclosing all this information to a bunch of people that I don't know well I'm I'm up here telling my story to expose depression to the world and to erase any negative stigma behind it I'm up here telling my story because I had no idea until I went to Psychiatric Hospital how many people just like you and I suffer through what I suffer through every single day I'm telling my story to get more people to talk about their own experiences but how many people does this affect exactly well picture 12 people in your life maybe 12 of your closest friends or 12 complete strangers look to your left look to your right they could be sitting next to your right now out of those 12 people on average three of them will similarly suffer through what I suffered through and studies showed that only one of them

will get the treatment that they need because 2third of the population suffering from depression will not receive CE the necessary treatment required furthermore out of the total 800,000 total suicides each year 40,000 of these are Americans emotional and mental issues such as depression are an epidemic and they have been for such a long time we've just chosen to ignore it it's everywhere it's in your backyard it's in the classroom next to you and it's in the room down the hall it's time to assert ourselves and face it headon and if you need any proof just look at the number of suicides each year not only in people like us but even in celebrities due to the fact that they weren't allowed to get

help the biggest problem with depression is that no one talks about it and why is that what is it that everyone's so afraid to talk about why when I was asked what I was giving a Ted Talk on would I always free up and be afraid to tell them that I was

talking about depression why did it take me so long to decide whether or not to associate my name with this I was it out of fear of judgment and intolerance these questions have been circling my brain for a while see nowadays there's so much pressure for a person to be normal and happy and anything different than a smiling person with no problems is bad and that's a problem because there's no such thing as normal the way I see it is if I was a survivor of physical illness telling my near-death experience rather than someone with depression no one would blink an eye however since I do suffer from depression it can be seen as that I'm just looking for attention or that I'm weak and that's a problem because depression is not a weakness how are we going to change this change starts one person at a time it starts with every single one of you you start by letting yourself be aware that depression is a real problem that affects millions of people every single

day and you let yourself be educated by asking not only doctors but also reading about it and then you support your life going the people in your life going through it you try to be there for them even if you don't know exactly how you never know how much just a phone call or a few simple words can mean to someone you're there for the people to listen to them on some of their not so great days and you're there for them to lean on when they fall down and you're there to let them know that on their Darkest Days someone does care about them next you spread these ideas throughout your friends family and general Community depression is not and I don't think ever will be a happy subject but the only way that we're ever going to change the any stigma behind it that it's something to be ashamed about that I've seen from my own personal experience of losing people from my life when they when I've told them about the depth of my depression is to show that having depression is nothing to

hide encourage your schools and local community groups to open up discussions open to everyone about not only depression but eating disorders personality disorders anxiety disorders and anything specifically related to mental health spread the word about suicide prevention and suicide hotlines to make them readily available for everyone even try talking to your school health classes I mean school health classes have no problem touching on substance and alcohol abuse and teenage pregnancy but when depression or mental health is brought up they all take a step back because they're afraid and they're afraid about a topic that's not discussed I mean think about it it's not discussed at home it's not discussed at school and it's not really discussed when you go see your doctor how many people can honestly say that they've sat down at the dinner table and had a discussion about mental health you need to start talking about

it and if you're a parent try to support your child just be there for your child even if you don't know exactly how to get them the help that they need when they need it even if you think it's too scary so let's rewind for a minute it's a Wednesday night September 10th right around the time the sun sets the wind's blowing through my hair and my feet are right on the left ledge I can hear everything around me but it's silent the only thought that's really running through my mind is just do it but I can't when people ask me why my original response was that my body shut down and I couldn't move and although this is held to be true later I'd come to the conclusion that that wasn't the only thing that stopped me before my reasoning was that the pain would end for me so all else didn't matter however just because you're gone doesn't mean that things

don't matter anymore I thought to myself if I can make it through this the worst moment in my life this far I can make it through whatever comes next and it wasn't easy but I would spend the next 15 weeks in psychiatric hospitals some people have told me that they're not courageous enough to do what I did to try and kill themselves and my only response to this is killing yourself is not a courageous act the only person who can save you in the end is yourself and remember that and remember that it doesn't take any courage to end your life when things get hard but it's takes so much bravery to keep on going even when things look hopeless um I don't believe that any of this would have been possible if it wasn't for Don elg Graves and Phil hirsh from the 84th Precinct the two officers that took me off the bridge they were just doing their jobs but they go out of

their way regularly to check in with me which means more to me than they'll ever know thank you yeah

Pathological Positivity_ How To Be Positive No Mat you

I'm a psychologist my job is to illuminate the obvious now think about that I get paid to tell people things they already know or to show them things that they already see but there's a lot of obvious things that are completely unnoticed let's just go there for a minute obvious but unnoticed like your shoes for example can you feel them yeah is it obvious yeah but you didn't notice before I called it to your attention or the fact that we're speaking English anybody notice obvious but unnoticed until it's called to your attention that's what I'm talking about there are a lot of processes in our own mind that are completely obvious once they're called to your attention but also completely unnoticed right up until that point one of those processes is called metacognition mal metacognition is a

made-up word we make up words in psychology it makes us feel smart and this is one of them if you break it down cognition means thinking we'll put that right here at this level metacognition is a higher level it's thinking about thinking this gets a little loopy stay with me notice that you can do this you can think about your own thinking and this is really great news because metacognition creates a

space and in that space is where choice exists now you've heard that happiness is a choice if you heard that until you see it as a choice it's not and it's that metacognition that creates the space in which we get to it experience that choice principles determine all of life's outcomes when I talk about principles I mean natural laws like gravity for example you ever get up in the morning think honed of gravities on today it tends to be when you jump from the top of a tall building what's going to happen for sure or maybe sometimes are all the time do you see how gravity is what if you don't believe

in it and you take a big jump you become a believer on the way down all right gravity doesn't care it doesn't check in with you first make sure it's okay it's always on and it's always working so tune into that principles to determine all of life's outcomes I know that's a bold statement I believe that it's true our awareness of those principles is a whole other question so I'll build a model for you tonight that illuminates two principles or processes that are going on in your own mind these are obvious but unnoticed until they're called to your attention it is what it is does that annoy anybody else seriously depending on who's saying it and why for tonight all it means is the way things are you think about your life your relationships your finances your health it's who you're with it's what you have it's what's going on it's the way things are right now without changing anything it is what it is now this will make more sense if I put it into a context I have

the honor and privilege of speaking at the National Speakers Association last year in Orlando while I was waiting I got to hear this lady speak this is Jeanie Robertson she's one of my heroes if you don't know who she is do yourself the favor of going to youtube check it out she's the funniest g-rated family-friendly comedian on the planet and I'm sitting on the front row this is awesome and then I get a text message now I got to tell you something about Jamie when you're in genie's audience and you're scrolling through your phone especially if you're on the front row she has a conversation with you you get to be part of the show now right so I didn't want to do that my phone was in my backpack under my chair but I got a little notification on my Fitbit you know the little truncated version that gives you a little a little short version and here's what I saw as I glanced down now you probably can't read this it's from my sister Melanie she said I wanted you to know that Talan had

an accident last night he was on his annual volunteer first responder time weekend and slipped and fell off a 30-foot dot dot dot and that's all I got you ever got that text that call now I'm not gonna pull out my phone I don't want to have that conversation with Jeannie right now besides she's about ready to wrap up but my thoughts go immediately to this family this is Talon my niece Katrina their little baby sage taking about two weeks before the accident and I'm wondering what's going on my own father lost his dad to an accident when he was only five good friend of mine crashed his plane in Utah Lake ten years ago left his wife and family without a husband and father this is where my mind's going Jeanie wraps up I don't even know what she said after that I slip out into the hall where I can open up my iPhone this is a screenshot pick up where we left off 30-foot waterfall and broke

both of his ankles in serious they injured his knee they could use your prayers how are you feeling as I

shared the rest of the story with you relieved yeah me too happy what's wrong with you people but my nephew breaks both of his ankles and you're feeling good about this it's okay so was I I was I called Katrina immediately I said I was sweetie I just heard what happened she said thank you for calling uncle Paul we're just so grateful we're so happy about this outcome okay that's a little weird right I want you to see what your mind is doing because it's not weird it's human psychology it is what it is and in this case what it is is two compound fractures both ankles that's it what is your mind doing with this the word that I put on the slide is evaluation and you can't turn this off any more than you can turn off gravity you're going to evaluate evaluation means judgment you are constantly judging just notice it you're judging yourself you judge your spouse you judge your family you judge your children you judge your coworkers you judge the society you're judging me it's cool I'm judging you we can't turn

it off just notice that you're doing it now the word evaluation itself implies comparison with some standard you educators know this you have to have some standard to compare it to is this good or bad luck here unlucky I don't know I'll check and so you go to your standards if you don't have one you'll make one up and you've got a really great imagination it is what it is two broken ankles can you imagine can you come up with anything better than that giving a keynote last week a guy in the front row one broken ankle seriously can we do any better than that yes how about no accident occurs ok can you imagine that how about nothing happens out of the ordinary everything goes just like I planned it to because that's all my life rolls no that's your imagination but you can imagine that's my point when you take two broken ankles and you compare it in your imagination to something a lot better like no accident occurs how do you feel about two broken ankles this is bad and you are never wrong about how you feel can I say that again I'm a

clinical psychologist you are never wrong about how you feel how you feel is 100% consistent with the way your own mind is doing this process just notice it you're probably getting ahead of me can you imagine anything worse than two broken ankles yes you can and I helped you out with that because I told you about my dad and my friend who crashed in the lake yeah you can imagine something worse when you take two broken ankles and you compare it in your imagination to something far worse like the death of a young father on Timpanogos how do you feel about two broken ankles this is just sick somehow but this is how our mind works just notice it and there's two sides to this evaluative question what it is is all you got and what it is is always between better and worse don't take my word for that you run it through your own filters of truth and see if it's true because what we do here matters we're going to another process next and you can't turn this one off any more than you can turn off gravity

valuation it's called creation you are going to do this I think that by our very nature we are creators and that means we can't turn it up we're gonna create something what if I gave you an assignment to just take 15 minutes all time you go out there you can work on your own or together in teams somehow make your life worse ready would you ever do that on purpose I mean we do it accidentally all the time you just notice how quickly your brain your mind your marvellous mind can come up with half a dozen ways to pull that off it wouldn't even take 15 minutes let it why can we imagine all of these things we have to imagine what we're going to create nothing exists until it is first imagined and you don't know what's coming how you doing next week you don't know you got something to do with it but you don't know so you have to imagine that first when you imagine that what's coming is worse than what you've already got how do you feel this my friends is anxiety that's the clinical definition of ings that's 23 years of clinical

experience in a nutshell you don't know what's coming how do you feel when you imagine that what's coming it's better than what you've already got how do you feel and this has two sides to it as well but you'll notice the arrows are opposite when we put the whole model together this is what I call the positivity vector and it proves and shows psychologically why it is very true what they say that it could always be better it could always be worse and happiness is in fact a choice you don't always get to choose what it is sometimes that just shows up for you what do you get to choose which way you look to make that comparison possibly you've pondered that perhaps a program or a process could predictably propel people to unprecedented personal power productivity profit prosperity that's what I'm calling pathological positivity now perhaps you picked up on this point that our planet is plagued with a pandemic of poisonous pessimism the popular perception of painful or perturbing problems is pathogenic ly

paralyzing the predominant population places pessimism on a pedestal pathological positivity programs and positions people to perceive positive possibilities in painful problems it inspires and provokes people to apply positive principles and practices even in paralyzing predicaments now pathological positivity is not just a program or some fluffy philosophy that's spelled with P H if you're taking it's a personal preference a programmed and practice proclivity to purposefully opt for the positive from a plethora of possible perceptions this promotes powerful personal and professional prosperity pernicious pandemic poisonous pestilent pessimism is pummeled into powder as professionals parents all people permit apply promote and popularize pathologically positive paradigms the payoff is powerful and profound personal and professional prosperity I am profoundly and profusely appreciative of being present I'm dr. Paul

Paying Attention _ Mindfulness _ Sam Chase _ TEDxN

my name is Sam Chase and for the next 15 minutes I really hope you'll pay attention now I'm hopeful but I am NOT gonna let myself get too optimistic because I teach meditation for a living and I study the science of conscious attention so I know a little bit about the kind of things that tend to happen inside the human mind for example I know that in 2010 a group of researchers out of Harvard got together to study the daily thoughts of over 5,000 people from over 80 countries one of the things that they found was that our minds are actually wandering about 47% of the time which means if half of you are actually paying attention right now I'm probably beating the odds by just a little bit but even more important than that they also found that when our minds are wandering we tend to be less happy than when we're focused on what's happening in the present moment now mind-wandering actually has a whole bunch of benefits it's a huge part of how we do our

creative thinking it's where all of our planning happens it actually seems to be a big part of how we keep a coherent sense of ourselves who we are as time goes by but when it comes to happiness seems like most of that happens in the here and now and how we handle what's happening in the here and now can get pretty tricky too a 2014 study brought together a group of hundreds of people probably a lot like you one by one these people were placed alone in an empty room for 15 minutes just to be with their thoughts on the other side of that 15 minutes most of those people rated that time as boring and unpleasant to find out just how boring and unpleasant in a later version of the same experiment before they put people alone in a room they gave them a painful electric shock one of the totally unsurprising results of this study was they discovered people really do not like painful electric shocks in fact many of the people in the study reported that they would pay a significant amount of money to ensure that that experience

never happened to get and when those people were brought into that empty room this time they tweaked things just a little bit they said you have 15 minutes to be alone with your thoughts by the way on the table there's a button if you push that button you're going to receive the same painful electric shock that you just said you would pay to avoid you don't have to push it if you do it's not going to make the time any shorter it's totally up to you see you in a little bit 15 minutes later 25 percent of the women 66 percent of the men had pushed that button at least one time many of them pushed it several times one guy who must have had a lot on his mind pushed it a hundred and ninety times in 15 minutes if you're trying to do the math let me help you out it's about once every five seconds why on earth would we push that button we don't actually know it could be boredom could be anxiety could be that sometimes pain feels less painful than thinking one of the things we do know is that for many of us when we're let loose

in the landscape of our own minds one of the first things we can discover is it feels like a jungle in there and sometimes we'll do almost anything we can to get out the philosopher Blaise Pascal once famously wrote that all of humanity's problems stem from our inability to sit quietly in a room alone

and if you've ever had a couple moments inside your own mind that would have you reaching for the button well maybe you'd agree but our conscious attention is like a precious natural resource and like every natural resource its power is limited now there's actually no way that we can calculate how much information the human brain can handle but one simple estimate suggests that if we were to total up all of the information we receive every second from the sensory neurons in our body sight and sound and taste of touch and smell every second your brain is being bombarded by about 11 million bits of information anyone want to take a guess of how much of that information your conscious attention can handle it's about sixty bits six zero

the other 99.999 4% of what's happening around you what's happening inside you right now is being processed by parts of your brain that are operating largely unconsciously and all of that experience might not ever filter its way up to your conscious attention so what do we do with all of that because so much of the quality of your daily life will be determined by how you invest and manage this precious resource of your conscious attention especially now when more than ever thanks to the miracles of modern technology you can be texting while driving well swiping right while ordering seamless while skypeing well live streaming the season finale of The Bachelor more things than ever are vying for this precious 60 bit bandwidth so what do we do when multitask we take this little conscious attention and we try to spread it out among everything so that we don't have to miss anything but one of the things I'm here to tell you today is you suck at multitasking and so do I welcome to the club because they're kind of multitasking that I just

described it doesn't actually exist it's a cognitive illusion sort of like the way when you go to a movie you know what's happening on the screen is just picture picture picture picture picture but it feels like movement and you don't ever second-guess it in a similar way when you're multitasking in the way that I just talked about what's actually happening inside your brain is that your conscious attention is ping-ponging back and forth from one thing to another again and again and again and again and this all happens so fast that you can't even notice it it's like the greatest trick the mind ever played was to fool itself now one of the things that we know is that when we engage in this kind of behavior psychologists call it task switching and when we do it we're actually worse at just about everything we do so we multitask to try and do more things faster and most often we tend to take more time and perform worse in the process one study that literally followed people around throughout their workday found that when

we get interrupted in a task we probably won't return to it for an average of 23 minutes sometimes more now I talk about this all the time and I know that there is at least one person in the room right now who is raising their objection and going wait wait wait wait I multitask all the time and I am super good at it maybe you all have problems that I have got this down and we have a study just for you because no great surprise the people who do this kind of multitasking feel like they're the best at it

and we find that they actually tend to perform the worst perhaps even more troubling we see some really disturbing side effects to this kind of behavior we multitask to handle the stress of too much on our plate but multitasking behavior actually raises our stress levels it increases the levels of the stress hormone cortisol in our bloodstream and this kind of behavior is also hugely correlated with impulsiveness and low self-control it turns out that what we're doing is not training our minds to spread far and wide we're training

ourselves to become distracted now even with all of that I'm not here today to tell you to stop multitasking because you can't but what you can do and what I hope you will do is consider how you want to manage and protect the precious resource of your own conscious attention because we know from neuroscience that our conscious attention gives us access to three basic skills attention can help us seek out new information attention can help us sort between streams of information that are competing for our focus and attention can help us stay with the stuff that feels important now all I'm suggesting is that you get plenty of exercise with the seeking and the sorting just by being alive in New York City today but the place where we struggle the spot where we often stumble is with the skill of staying put with the stuff that's important to us and if you've ever been in a conversation with someone you really care about found just reaching for your phone for no good reason you know what that struggle is

like now the good news is there are actually tons of ways that we can train the mind to sit and stay but one of my favorite and perhaps one of the oldest is the practice of mindfulness now mindfulness is kind of in its pop-culture moment right now it's on the cover of magazines it's in Super Bowl commercials it's in Fortune 500 boardrooms all over the place but mindfulness is not a mystical way of being you don't have to be a monk or a millionaire very simply mindfulness is the practice of paying attention to the present moment on purpose with an attitude of non judgment we're paying attention to the present moment in mindfulness because we know that's where so much of our happiness happens and when we can pay attention to the present moment on purpose then we're becoming a little less creatures of circumstance and a little bit more creatures of choice and when we can do all that with an attitude of non judgment well I think that's where something really special starts to take place because one of the

side effects of having conscious attention that is inherently limited is that our minds get really good at making really quick evaluations and then jumping to the next big thing I like it what's next I don't like it what's next oh my god I am speaking in a room in front of 200 people oh my god it's a TED talk what's next what's next what's next in the process the mind becomes a really good storyteller and we tend to get kind of tangled up in our own stories but in a mindfulness practice we're trying to get more interested in what the present moment has to say for itself and a little bit less caught up in what we have to say about it and we find that when we can do that when we can make a little space

around our own stories we're actually making space for the stories of others so we see in the research around mindfulness and meditation the people who take up a practice like this have an increased sense of social connection greater access to compassion and

altruistic behavior some of the most recent research is suggesting that mindfulness and meditation practices can actually help reduce implicit bias and decrease discriminatory behavior makes us more open and available to the world around us and whatever vision we might have for how that world can unfold so I'd like us to do with the time that we have left right now is to give it a try so please make yourself comfortable in your seat you might already be but if you want to adjust in any way you can see if you can find a seat that allows you to feel relaxed but alert if you like you can close your eyes or just settle your gaze somewhere still let's start by taking a deep breath in letting it go with a sigh good let's do that one more time deep breath in like you could gather up the whole day and then just let it go now as much as you can just let your breath breathe all on its own your body knows how to do this and you don't have to micromanage it so you don't have to make your breath bigger or longer or better

just let it breathe and ask your attention to be with your breathing you don't have to describe or analyze you don't have to remember as much as you can just breathe and feel if you do this sooner or later probably sooner your mind is going to wander when it does it's not a problem this is actually where all of the exercise and all the benefit of this practice takes place so when your mind wanders when you can ask it to come back to the feeling of your breathing as it comes in and out maybe your mind wanders many times after all breathe about 15 breaths a minute tallies up to maybe 20,000 breaths in a day so maybe this particular breath doesn't seem like such a big deal but if you can keep coming back to the feeling of your breathing happening right here and now you might start to notice things you could not see before sensations underneath other sensations feelings behind other feeling if it helps consider this as you breathe in and out right now the air that comes into your

lungs touches a surface area folded up inside you and if you were to spread it out flap the surface area of your lungs would be about half the size of an Olympic tennis court it's folded up inside you right now as you breathe in and now every time you breathe in the oxygen that you inhale enters into a network of blood vessels so intricate and vast that if you were to thread it together into a single string that string would be 60,000 miles long would wrap around the earth two and a half times it's wrapped up inside you right now and every time you breathe in 37 trillion cells in your body take in the things they need and every time you breathe out they let go of the things they don't mean it's impossible to comprehend but you know what that feels like it feels like this breathing in and breathing breathing in and breathing out take a deep inhale let it go you can open your eyes thank you for paying attention

Positive Thinking TED Talk think about the way you think today I'm going to be talking about positive thinking now before you all cringe let me just tell you that we're all on the same boat I've experienced that over enthusiastic friend who keeps saying Hannah you need to look at the glass half full or you should smile it'll make you feel better I understand I'm not going to try to drill those things into your head but what I do want you to consider is that we all have a different characteristic way of thinking so what I wanted to know is is there any value in claims that positive thinking is beneficial the first thing I came across wasn't really surprising there are a lot of health benefits to positive thinking you've probably all heard a lot of these the myoc clinic talked about a lot of these different benefits firstly thinking positively can actually increase your ability to deal with stress and cope with it also it can

increase your lifespan it can decrease your rates of depression and it can improve your your ability to resist the common cold so for me these things weren't really surprising I feel like we can all think of a time when we were feeling positive and we felt like we could pretty much take on anything that came our way that day just as easily as we can probably all think of a day when everything seemed to go wrong and we couldn't get in the right mental mindset so for me this didn't really answer my question I still wanted to know why is positive thinking so much healthier for us and the answer to this question came when I discovered an article by The Huffington Post which kind of summarized the recent research of Barbara Frederickson who's a leading positive psychology researcher at the University of North Carolina she answered my question by showing that the way you think actually influences your brain's responses to your thought so in other words when you think positively your brain has a particular response and when

you think negatively your brain has a particular response she did this by conducting a study in Barbara's study she started with five groups she showed the first two groups positive images which would result in Joy or contentment she showed the third group neutral images that would not produce any strong emotions she showed the fourth and fifth groups negative images that would produce fear and anger she then gave all of the participants a sheet which started with the words I would like to and asked them to complete it what Frederickson found was that the group who viewed negative images produced the fewest number of responses while the group who' viewed positive images produced many different responses even more so than the group that had viewed neutral images but why was this the case frericks explained her results using this story imagine that you encounter this tiger in the forest your brain would immediately register your fear you wouldn't be able to focus on anything other than the fact that you need to get

away from this tiger and to safety this is because when our brain registers negative emotions we immediately focus on that in order to iate the threat this is very different than your brain's response to positive thoughts when you have a positive thought it reduces the amount of cortisol in your brain

this allows you to process more information at one time your cognitive functioning is better quality and faster and it also um allows you to form new neural connections so positive thinking is about more than just becoming more confident in yourself or improving our lifespan if we can improve the type of thoughts we're having we can increase our brain power if you're worried that you may be a pessimist there's no need to panic I came across a lot of new tools that are designed to help promote positive thinking firstly just try to organize your thoughts and when you recognize a negative one you can reward it so that it can be more constructive for you

rather than making you feel like a failure also there's a lot of different apps that are available my friends and I all downloaded this app which resets to a new positive quote each morning it's kind of like opening a fortune cookie but you know it's going to be a positive one not one that makes you feel bad about yourself um and lastly try making a gratitude list every once in a while it sounds really corny but when you write down the things you're grateful for it kind of brings the positive aspects of your life to the Forefront of your mind and that way whenever you encounter an obstacle throughout the day you won't feel like everything's going wrong because you'll easily be able to access the things in your life that are going right so the neurological response to positive thoughts is what makes them so beneficial for us and this is why I encourage you to think about the way you think thank you

Productivity _ How Not to Burn Out _ Max Kaplan _ I became a filmmaker completely by accident on a snowy day in 2011 I was sledding with my friend who'd been gifted the ipod 11 or sorry not the iPhone 11 the iPod 3 which had a hype that the iPhone 11 could only dream of and so when we got bored of sledding some of somebody decided to make a movie and now I'm 19 I've directed produced or worked on dozens of award-winning short films music videos commercials and documentaries and I hope I've done something right to tell you a little bit about creativity now there are so many things I love about being creative not just the awards but the small things like gigging and a band on Saturdays or the bigger things like directing a movie but one of the things I've realized that pretty much all creatives hate about being creative is work yeah if you need to make something you have to work at it right and if that work makes you happier than the more you

work the happier and more fulfilled you should be right no I'll tell you what happens when all you do is work you miss appointments you forget to brush your teeth you show up to the coffee shop for the ninth day in a row to work and your wallets empty and finally when you do sit down to write you have no ideas so somewhere in the along the lines of trying to become more productive we've actually cut ourselves off from productivity entirely and there's somebody who relies on that for their livelihood and it's somebody who just wants to be happy I thought I should solve that problem so I took a shower now I know what you're thinking that taking a shower might not be the most productive way to go about solving a problem but I was instantly filled with answers and before I tell you those

answers let me tell you just a little bit about showers our hearts and minds are built so that passion is a major motivator the things that make us happy satisfy our mind through serotonin what's another thing that provides

serotonin I don't actually know I'm an artist not a scientist so I had to google it and it turns out showers and like we need the distraction this time of a shower the same goes for sleep time off rhythm leisure etc we're not made to be machines and we naturally Ravel when treated like one even by ourselves now I'm not necessarily passionate about taking showers the same as I'm passionate about collecting vinyl or reading books but it helps us to decompress in nearly the same way and provides the same serotonin feeling showers are kind of like a blank canvas for your mind and in that time of zero work zero distractions ciara noise our subconscious is able to bubble through with answers that we'd never be able to think of before so I remembered standing there in the shower that this is actually what got me through high school I was really bad at academics I had to work really hard to get good grades and I was just overall very unhappy but all of that changed one day when my mom told me something that

turned my life around she said tried one hour of something that makes you happy everyday the rest of the things you need to get done will still get done and so like showers help us reenergize a focus so to our hobbies our favorite little meaningless tasks and I started going home and instead of getting to work on my homework I would do a hobby practice guitar walk my dog read a book and I found that after I started doing this I almost always had the time motivation and energy to get my work done and sometimes even get to bed at a reasonable hour because before that I know that I'd be working early into the morning and sometimes have assignments left to finish the period before they were due but this isn't just for me or school this is almost a universal rule let me give you some examples when I was a kid I read a lot of Sherlock Holmes and one thing I connected to later in life was his favorite way of solving mysteries now it wasn't bouncing ideas off Watson

it wasn't inducing a hallucinogenic state and it wasn't even using his looking-glass his favorite way of putting together complex crime capers was napping he would sit in his armchair and he would hold a yo-yo by the string and as he dozed off the öwhat yo-yo would hit the ground and wake him up and then he'd just start the process all over again and what he was actually doing is he was merging his subconscious and his conscious into one line of thinking allowing all the little clues and answers to come together Austin Kleon one of my favorite authors champions this idea saying that the time in between sleeping and waking when one doesn't know up from down a reality from dream is actually the most important for creatives and it provides clarity and insight like no other formula and certainly if it does that I'd be willing to give it a shot rather than staring at my blank computer screen for hours another author Stephen King arguably one of the most proficient of our era you'd think that he writes multiple books

hours a day for weeks on end but in his book on writing he takes us through his writing process and reveals that he actually only writes for a couple hours every morning and with the rest of his day he does stuff that seemingly doesn't get books written like going grocery shopping walking his dog or playing in a band Microsoft finally just tested this theory in their offices in Japan they decide to give their whole workforce an extra day off and a year later a study was published called the four-day workweek in which they showed that their office productivity had spiked by over a hundred and forty percent so you see from classic literature all the way through the modern workplace this idea reveals something consistent with our human nature when I was very young in my filmmaking career I was like 14 my dream was to create narrative feature films theater releases red carpet stuff you know and so I always wanted to at least write a feature-length movie I brainstormed and brainstormed and no

ideas came to me and that dream remained a dream until one day I went on a medical volunteer trip to Haiti where I helped deliver babies dig wells for clean water and wire electricity stuff that seemingly doesn't get movies written but I remember the culture shock so well there were thousands of people in the streets trash everywhere no air conditioning no fast-food UN tanks rolling around with just guns sticking out at you but I also remember this crazy natural beauty that was just completely different than my everyday experience in Ohio and I think that this shift in my everyday perspective actually really helped my subconscious to bubble through in areas it hadn't before so it was my last day in the country after all these adventures that I was waiting on a bus to take me to the airport and I decided to pop in some music and right then when I least expected it my muse struck and I outlined my first feature film a western adventure called fly by night about a duo of bandits on

the hunt for the lost Confederate nation's Treasury after the Civil War and if you ask me how I wrote this I really couldn't tell you because I've never read a single thing about Confederate gold or 19th century America but I like to say that sometimes it just takes going to Haiti and breaking down all your creative barriers to write a movie but all this goes to show that sometimes working smarter not harder maybe not even working at all really does pay off rhythm of life no matter how much of workaholics we are is essential to productivity and it's often the things outside the workplace to help us get more done in it so before you go off solving world hunger curing cancer or building the world's next best mousetrap try taking a shower I think you'll find you get more done there than anywhere else you

Programming your mind for success _ Carrie Green _ Transcriber: Mohammed Basheer Reviewer: Ellen Maloney So, I want to get you all involved in my talk today. and we are going to test out a little experiment. but in order for me to do that, I need somebody to come up here and join me on the

stage. So please, can I have a volunteer? Don't all run at once. So, you can come and join me up here with Ted. We can have a little cup of tea together. Anyone? Come on! You just come up, whoever wants, I am not going to pick anyone. Someone has to come up, and there are volunteers down here, to bring you up onto the stage. Oh, here's somebody.

It's a bit of an obstacle course, I think, but I promise it's worth it.

Poor person. Woo, thank you. What's your name? Volunteer: Ian. Carrie Green: Ian, thank you so much Ian I have something for you, you just won £20. There you go, thank you so much, you can go, sit back down now. A big round of applause!

So, my question to you is this: Why didn't you volunteer? What stopped you from coming up here?

My guess is that was probably for one of these reasons; Fear. Fear of coming up here in front of nearly 1000 people. It's pretty damn scary. Or maybe it was fear of the unknown, because you had no idea what I was going to get you to do. Maybe you thought, "She might ask me to do something I'm not able to do,

and I'll look like a complete prat." Or maybe it was because of obstacles. There are a lot of obstacles in this room. Maybe you're at the back, and you just thought, "I'm so far away, it's dark, there're a lot of tables in my way, I'll probably fall over some of them like a fool, and I just can't do it, it's too difficult, someone else will have to volunteer for me." Or maybe it was just lack of motivation. Maybe you just couldn't be bothered to move and come up here. But no matter what your reason was, your decision started up here; in your mind. Because the moment I said, "Please, can I have a volunteer?" Thoughts will have started flooding into your mind. That little voice inside your head would have started talking to you, and maybe for some of you, it was saying, "Oh god, what is this girl

going to get us to do? I don't want to go up there, please, don't make us do anything really stupid." And then, maybe for some other people, maybe for some other people you were thinking, maybe down at the front you were like, "Oh gosh, I don't want to do this, look away, avoid eye contact, avoid eye contact, then she won't pick me!" And then maybe for some of you the moment I said, "Please, can I have a volunteer?" Maybe, fear, doubts, and worry just flooded through you at the prospect of actually coming up here, of coming up here in front of so many people. And then, for those of you that did volunteer, you were thinking something entirely different. You were thinking things maybe like, "Oh, she wants a volunteer,

I wonder what she's going to get us to do, how exciting, I'll do it" Or maybe some of you thought,

"Oh my gosh this is really awkward, no one is volunteering, so I'm going to have to step up and do it" But for those of you that didn't volunteer, you missed out on the chance to win £20. But this experiment isn't about the money. This experiment demonstrates the power of your mind. The fact that what is going on up in your head has such a huge impact on the actions that you take, on the decisions you make, and the things that you experience. And it's not just in silly situations like this, when people miss out amazing opportunities. People are missing out on incredible opportunities all of the time. because of what is going on their head, because they are making bad decisions based off a really bad frame of mind.

You know, those kind of self-limiting thoughts like: "I can't do that", "I'm not good enough", or, "I don't have the time or the money". Or maybe it's that you think, "I can't be bothered; I'll just do it tomorrow". But then, you never do it, and so these wonderful ideas, and these incredible potentials stay locked up inside, and you never do anything with them. and that is exactly what was happening to me a few years ago. It was the summer of 2005, and I had just finished studying my full first year of law at the University of Birmingham. I had completely run out of money, and I was like, what am I going to do? So I started to look around for jobs, and I was looking around and found absolutely nothing appealing. So, I was looking around for more opportunities, and eventually found this opportunity.

It was to start my very own mobile phone unlocking business which basically meant that if you have a mobile phone, and it was locked to a certain network, and say you want to go travelling to Australia and use an Australian sim card, you could come to the website and unlock your phone. There were just a few massive problems with this; first, I didn't know much about mobile phones beyond the fact that they made calls and sent texts, let alone mobile phone unlocking. And I had no idea how to build an online business. But the only other opportunity was to sell sweets at Cirque du Soleil. so I was like sell sweets at Cirque du Soleil, or start my own business. So, I went with the idea of starting my own business, it sounded a way more adventurous.

So, I got started, and I realised really quickly, that when you don't have a clue of what to do, the only thing you can do is ask for help, and that is what I did. So, I asked for help and within a few short weeks, I put together probably the world's worst website. I discovered Google AdWords as a way to drive traffic to the website, and with a credit card and spending a limit of £30 a day, my business was officially up and running. Then over the next couple of years, when I wasn't studying for my degree, I was learning how to build this business; I was reading books, I was listening to audio programs, and in my final year, I went to night school to learn more about web development. I graduated in 2007 with an amazing degree and a business that was flying. And I decided that being an entrepreneur

was going to be way more fun than being a lawyer. So I set my sights high and I decided to build, - to take the business global - to build a successful global business. So, we got a new supplier based in America who can unlock practically every phone under the sun. We redid the website, we expanded the team, we got real good at online marketing, and within a few years, we were receiving over 100 000 hits to the website every month. And we were selling thousands and thousands of codes every single month, and I had reached my goal to build a successful global business. But there was one massive problem. I was miserable. I was running this business predominantly from my home office, where I lived in an apartment; my second bedroom was turned into an office. And I felt completely lonely, totally isolated and lost.

Something that I think so many people experience but not very many of us talk about. And I crumbled. I started to question everything and I started to think questions like: What am I doing? What is the point of all of this? The more I thought about those questions, the more confused I felt. And the more confused I felt, the more these negative thoughts which cloud my mind, the more I began to doubt everything, and worry about everything, and just question everything. And as the months rolled by, I became more and more negative, more and more self-defeatist, and literally, this positive optimistic and "go get it" person that I once was, had just disappeared. I'd become totally negative and self-sabotaging. I'd come up with ideas, I'd shoot them down, I'd talk to myself out of it.

Then it got to 2010 and I felt like I was in complete despair. And so I packed my bags and I went travelling to Australia in the hope of having an epiphany. Spent three months traveling around Australia, no epiphany, and I was just like: what am I supposed to do? So then I came back to the UK, and well, even more miserable than before, because all of my problems were still waiting for me, and the weather was rubbish. Then I was like, "What am I going to do?" So the next few months, I found myself being suffocated by my problems. you know where you feel like you can't get rid of these doubts and these worries and it was all I'd focus on. I'd come up with ideas, I'd find opportunities, and I'd just talk myself out of it, thinking that I couldn't do it. And then finally, in 2011, I figured out where I was going wrong.

And I believe I was going wrong for two massive reasons: the first reason was that yes, I wanted to be successful, and quite frankly, doesn't every single person in this room wants to be successful? But mobile phone unlocking was not my dream. At the time, I was reading this book by Michael Gerber called "The E-Myth", and in "The E-Myth", there is a chapter on primary aims. Michael Gerber says: Imagine walking into a room; sat in the room, are your friends and family, and as you walk down the center of the room, you see a box. And as you get to the front of the room you realize that you are in the box, and it's your funeral. And he says, "What kind of things do you want people to be saying about the kind of life that you lived, about the kind of person that you were, and the kind

of things that you achieved?"

And I realized, I had no idea. So there was no wonder that I felt so off track. I had never ever been on track. And the second reason why I think went wrong, is because of what was going on up here; what was going on in my head. All these doubts, all these worries, all this self-limiting belief. I came across a quote by Anthony Robbins that said, "Your destiny is determined by the choices you make. Choose now. Choose well." And I realized that I was responsible for this misery; I was responsible for the fact that I was stuck in a rut. I remember looking at my life thinking I am waking up every single day and focusing on my problems. I am waking up every day and giving so much focus and attention to all of these awful thoughts, these doubts, and these worries. I am coming up with ideas and I am shooting them down,

I am talking myself out of doing anything whatsoever. And I realized that if I wanted to live an incredible life and achieve amazing things, - and I really did - that I had to get my mind to be on the same wavelength as me. I realized that I had to figure out what it was that I wanted to achieve; why I was wanted to achieve it, why it actually meant something to me. I had to figure out the kind of person that I needed to become, in order to make it happen. And then, I had to program my mind to make it happen. I had to program my mind for success. And that is exactly what I ended up doing, "Mission Success" began. And so I started this off by thinking about: what do I actually want? And so I looked at my life and I thought, "I love being an entrepreneur, I love coming up with ideas and turning them into reality it is so much fun."

And then looked at my problems and thought, "I feel really lonely and lost as an entrepreneur." And I looked at them with a different perspective. Rather than feeling bad about it, I thought, "What can I do about it? There must be other people out there that are in exactly the same position as me." So I came up with this idea to create the Female Entrepreneur Association, and it sounded so official. And I was doing it, and I had this massive idea, I would create this global network of thousands of women from all over the world and help to inspire them and connect them and just help to empower them to build successful businesses. But I had no idea, how I was going to do this. Then I was like, "Right, I need to program my mind to make this happen." So I started by becoming consciously aware of the things I was thinking every day,

and whenever I caught myself thinking of something like, "Carrie, who is going to come to this website? Who are you to give advice to anyone? This is rubbish, this is a ridiculous idea, you're never going to be able to do it." Every time I caught myself saying something like that, I would stop myself, and I realized that I had the power to take control over my thoughts rather than letting them control me. I knew that I could stop myself from thinking these things. And I did, I replaced the negative rubbish annoying thoughts, and told them to shut up, and I replaced them with positive

thoughts that were empowering me, thoughts that were actually helping me to move towards my goal. I also started to listen to guided visualization, to program my subconscious mind for success.

And I got really into doing visualizations vividly picturing what I wanted to achieve, seeing it happen, and then feeling it happen, like it was happening right then and there, just like all the top athletes do. I got so clear on what I wanted to make happen, and since then my life has totally changed. I've built one of the largest online networking groups of female entrepreneurs, with over 100 000 women involved. And then I came up with this crazy idea to launch a digital magazine, which then became the fastest growing digital magazine for female entrepreneurs. When I created it, I made this wish list in my mind of all the people I wanted on the front cover; these best-selling authors, these incredibly successful entrepreneurs. I had no idea how I would make it happen, but I was so convinced it would. I then put their faces on mock-ups of the front cover,

printed them off and stuck them on my goal board, and just visualized them being on the front cover; visualized what it would feel like the moment I'd send out an email to my network. And I could say to them, "Hey everyone, this person's on the front cover this month, how exciting!" I got so unbelievably clear about what I wanted to do. People would come up to me and say, "How are you going to make this happen?" I was like, "I don't know, but I am going to make it happen." And it did happen. So then I thought, "What other crazy goals could I make happen? What else is possible?" So I set more crazy goals for myself. I was like, "I want to go to Buckingham Palace, I want to go to the House of Lords,

I want to speak at the House of Commons." And I set more crazy goals for myself. And last year every single one of them happened. And I realized that if I could get my mind to be certain, that I could make something happen, that somehow I would figure out a way, and I always have. Because success is no accident. Living an incredible life is no accident. You have to do it on purpose. and it starts by knowing exactly what is it that you want to achieve, knowing why you want to achieve it, knowing the kind of person that you need to become in order to make it happen, and then programming your mind to make it happen. Because you just have one life in which to achieve everything, that you are going to achieve, so you have to act accordingly. Thank you so much.

Psychedelic-Assisted Therapy_ Bridging Science and 7,000 years ago a painter entered a cave in the Sahara Desert uh in the southern part of Algeria and painted a shaman portrait of a shaman with a bee head and with mushrooms growing out of the body those mushrooms are psilocybin mushrooms or what we call magic mushrooms um and were evidence early on of the use of that medicine starting in the Sahara desert but amazingly as uh archaeologists continue to look throughout Asia Africa and southern Europe they saw similar versions of that painting or something close to it throughout that part of the world so I bring this up not because this is old history and it's

something that is interesting but actually because we owe a great debt of gratitude going back 7 Millennia to those early healers whose inheritance we were given in today's world as we are now exploring the potential of the use of psychedelic medicines or natural medicines uh for mental health care

three streams of uh reality are coming together I think that are bringing us to a place where this investigation of psychedelic medicines uh can be uh raised up in the way that it has been in the last decade or so one is the increasing Mental Health crisis there are several reasons for this crisis one is inequitable access to care that's not a medicine issue that's an issue of social policy that we have not yet addressed but also the issue that we're seeing with mental health care is that there are few treatment options that actually will transform a person that is struggling with with mental illness so that that person's suffering and that person's struggle can actually dissolve in a significant way and so because of that intractable number of mental health conditions and that could be depression and PTSD or eating disorders or any number of other um struggles that people are having there was a motivation to look for other ways of providing help and support to people that were in this situation the second stream that's come

together is the fact that over the last decade because of the Persistence of starting out a very few number of researchers and scientists now a just significantly larger number um there was a new wave of interest in looking at how psychedelic medicines could serve a role in creating a healing environment for people that were struggling we'll talk more about that in in a second the third stream of activity that's come together and we are in Colorado where I think many of you are familiar with that stream is that there is a incredibly uh quick move toward legalization of the use of these psychedelic medicines in various ways psilocybin which is used to work with people that have depression uh is going to be legal in Oregon to be used in January of 2024 and in Colorado about a year after that MDMA MDMA is uh many of us know as ecstasy a party drug this is not the party drug this is the pure form of MDMA is now in its phase three clinical

trials around the world mdm's clinical trials were approved by the Food and Drug Administration however mainly because it showed such promise in working with PTSD and two incredibly Visionary researchers at the Veterans Administration in the Bronx New York were able to convince the um FDA that allowing these trials to deal with PTSD something that was absolutely not being addressed by the traditional therapies was something that was worth looking at and because of the va's influence these trials uh were undertaken however there are 20 million people in the United States that have a diagnosis in one form or another of PTSD most of whom did not serve most of whom were not veterans and so the need for some kind of support for um that population is very significant this is not a miracle in the sense that there's no risk and there's certainty uh but the uh promise of the impact of these medicines is significant the high percentage of people that use used MDMA

through these clinical trials

as opposed to those that used the placebo and Placebo is a little funny if anybody has ever had an MDMA experience you probably know whether or not you had the placebo or not so so it it's is not quite the antibiotic and sugar pill thing but nonetheless so it it is a challenge nonetheless um very high percentage of those that were part of the trial do not have diagnosable PTSD symptoms following the course of the trial therapy which is sort of a remarkable thing well worth looking at this is a complex topic because I think there's much controversy there's concern there's fear we have to get it right this time 65 years ago or so when Timothy Leary and Richard Alpert known to many of us in Boulder as romdas at Harvard were doing work with LSD there was great promise then as well and then my point of view Dr Leary went a little far in terms of the way he evangelized the use of LSD tune in turn on drop out was not

probably the best way to talk about ayrian scientific study so we ended up in a situation where we are now working with substances like facil ayb and like MDMA and for many many many millions of people those substances are the butt of a joke but basically something not to be taken seriously and on the other hand there's great fear people who have experienced either their own difficult um reaction to the use of psychedelic substances even if they didn't know what they had because of the lack of any kind of control or people that observed others loved ones friends and so on there's fear that these substance actually are more risky than they are helpful and so where we have to be now in this ecosystem of uh research is to ensure that we are treating the research as seriously as possibly can be done as is much as as done with other sorts of medicines very clear science very clear metrics and while I think the move is quick when you consider that it took almost 20 years years for medical

marijuana to even be considered a medical um use it's taken less than five for MDMA and psilocybin to be seen as medicinal in value while it's quick we need to be very deliberate one of the ways I think that we can be deliberate is by ensuring that through this research process there's a level of humility that surrounds the work that is being done a recognition that 7,000 years ago go ancestors began to take a look at what the impact would be of these medicines and while there are probably not a lot of books and there's probably not a lot of way to go back that far to get the learning directly there's an oral tradition throughout the indigenous communities around the world and we have to be open to hearing that oral tradition in any way that we can it's not so unusual to see medical practitioners and spiritual Healers being together in the same person in many cases it's really only been in the last 200 years or so that the science of medicine and the Mystery of the

spiritual experience have separated because before that there was a easy movement between what we meant by spirituality and what we meant by healing mind body healing also included Soul

healing or whatever you would like to call that but it was an integrated hole in the last couple hundred years we've done some separation and now there's an opportunity for this to come back together what do we do with this research the researchers are on the one hand doing very traditional science research they're looking at molecules they're adjusting the molecules and they're hoping that they're going to come out with a substance that's going to have some kind of impact on a particular problem but we are also talking about a healing journey and that healing journey is very much like a spiritual journey uh of any kind it requires and I will quote Larry again because this one he got right I believe um set and setting and set and setting is something that Larry talked about

around LSD set meaning mindset if you will a commitment by the the uh clinician the Healer to work with the the client the patient well before the medicine Journey Journey itself to set the ground to set the expectations to set what shouldn't be expected and then to move into the journey the sort of um path that the healing uh uh healer will take with their patient and then to have the commitment to spend time afterward whatever that is if there's how many sessions there are to really integrate the experience now this is not the typical way that we're used to Medicine in the west we are not talking about walking into an exam room with a doctor who is primarily looking down at a laptop knowing they've got 12 minutes otherwise the insurance company's not going to pay them anymore sending you off with a chemical and worrying about who else is in the waiting room this is a commitment to be a Healer in this space and it's something which we need to be sure that we're training clinicians and not just

clinicians because there's room in this healing Journey for social workers for chaplain for others in the health profession and certainly for therapists and doctors and nurses and so on but we have to be able to be clear that the commitment that is being made is a commitment that addresses time in a very different way so that's the set the setting couple of different aspects one is the physical IC aspect which is again think of the exam room it is not an exam table with a paper cover on it it is bad music and a bad fluorescent light but it needs to be a space that actually is healing in itself that's nurturing that is calming that is um something where the five to six to seven potentially hour experience that A Healer is going to have with with a patient is going to be contained in a way which is actually uplifted and is something which actually leads itself to a kind of the part of the healing uh process along together the setting also means as I said a little bit a minute ago about time requires the clinical

practitioner to absolutely drop any preconception about what that journey is going to be like either how long it's going to take or what's going to happen and so while at Neuropa University we train clinicians in psychedelic assisted therapy there's a whole lot that we say flat out we can't teach you what we can teach you is we can teach you to be present in the space we can teach you to hopefully drop your preconceptions and enter the situation from a place of sort of not knowing but

we can't teach you what else is going to happen some patients are going to be lying on a on a bed or a sofa they're going to have earphones they're going to be listening to music music and 6 hours later they will get up and there'll be some conversation about what might have happened others from 2 minutes in will be on their feet and moving around or going to over to a table and doing some piece of art or something else and others may go back and forth between some expression of fear and concern and some expression of elation and hope and

in all of those cases you've got a clinical practitioner who has to be able to hold the space and to be able to support support that patient in the journey that they are taking together clinical practitioners can actually be trained to know their own minds to understand how to make space and time very elastic to be humble and to drop their preconceptions those are completely learnable we're in a place right now where because of the MDMA trials success it's very likely that in a year or so there'll be Federal approval to use MDMA across the country right now now the state-by-state legalization of psilocybin which is great is moving along at a glacial pace for obvious reasons it's complicated in every single state but once MDMA can be prescribed we are going to have this opportunity to create an ecosystem of healing and something where the demand is going to be great the opportunity for healing is going to be great and we have a chance to actually address a number of these practical mental health problems

in a way that we have not been able to do however to do that is going to require everybody there are there's nobody that has the sole expertise in this work we need people that are going to be sure that there's Equitable access to the medicine we need people to be sure that there are sufficient number of training opportunities so that clinical practitioners can come out of the training ready to be uh of great help and support we need to take a look at breaking open to some extent what we think of as the medical system we cannot have doctors or Masters or PhD level therapists one of them one patient 6 hours and imagine this is going to be anything other than an opportunity for the 1% or even less than the 1% so we need to take a look at a system which allows for for a much more distributed model we also need to understand that there is tremendous wisdom from the indigenous communities and there is tremendous concern in these indigenous communities about um having their

medicine healing spiritual Heritage basically appropriated by those that are not part of that community and Our obligation in that case is to make sure that we are both allies of those communities and that we do everything we can to learn from them them so I would say that we are at the moment now where there is tremendous risk tremendous opportunity there's ample ways in which every single one of us can share in this work whether that's directly in the um healing and therapeutic process whether it's in the policy process whether it's in insisting that we come back to a place where the sacred and the science come together again and all of those are completely open

to every one of us to participate in we are greatly fortunate in Colorado that we are at the epicenter of this work and so we will make our mistakes here and hopefully correct them we will have our successes here and so it's an opportunity for all of us uh to take advantage of what this new frontier would look like thank you

Psychosis or Spiritual Awakening_ Phil Borges at T Translator: Mika Fukasawa Reviewer: Maria K. Good evening. One of the things I love about visiting indigenous cultures is it lets me step back in time and see how we all lived centuries ago. In doing that, I've noticed so many things, things that we've gained and things that we've lost. One of the things I've really noticed is the fact that our relationships are much different. First of all, our relationship to the land. In indigenous cultures there is no grocery store, in tribal cultures, especially, no utility districts, no water districts, no fast food restaurants. Nothing stands between them and their survival, other than their own ingenuity

and their own knowledge of the earth. They have a very intimate knowledge of the earth. It's always astonished me. This one Hawaiian woman, who was at the beach and I met her, she saw this crab flipping out sand out of the hole. She said, "Look, sand is going to the North. There will be a storm coming tomorrow." Sure enough, the storm, it shows up tomorrow. They're more or less the PhDs of their place on the planet. The other relationship that I've noticed is so tight is their relationship to each other. Again, they don't have the institutions. They don't have social security. They don't have an IRA or a 401 plan. They don't have elder-care facilities. They completely depend on each other for their survival, again. That produces a real tightness. I've noticed women at a well in Africa for instance.

They're all sitting around, joking and talking. They're nursing their babies. The woman that needs to go to get the water will take her baby and pass it to another woman. She'll start nursing it. That woman will see her goat run off, and she'll pass the baby to a third woman. She'll start nursing it. These kids are kind of even raised communally. They live in extended families, and that brings a real tightness. The other relationship that I want to talk about tonight is the relationship to spirit. It's a very strong one. This is Malik and her great grand daughter Yasmina. They spend all their time together, 14 hours a day working in the garden. I've seen this in Africa, Asia, South America. I ask, "Why are these two people that are so different,

together all the time? There is a big age difference." They said, "No, no. You don't understand. Yasmina is just coming out of the spirit world, and Malik is just about to go back into the spirit world. So they really do have the most in common." They literally pray to the spirits of the forests, the mountains, the rivers. They put spirits in everything. Their ancestors' spirits are so important to them. In the beginning, I sort of looked at this as superstition, uneducated, naive thinking. Over the last 30 years, I've slowly changed, and I want to talk to you a little bit about how that change came

about. About 25 years ago, I was doing a project in Tibet on the human rights issues there, and I had the opportunity to go and meet the medium

that channels the oracle of Tibet, the Dalai Lama's oracle. It took place in this little monastery. There were about 60 monks in there; they led the medium in, sat him down, put this big hat on his head, a very heavy hat. His face turned red. The monks started chanting and beating their drums. He kind of went into this trance, and he started talking in a real high-pitched voice. The monks started writing down everything he was saying, and then, after about five minutes of that, he fainted, and they literally had to carry him out of the room. I just watched this, and I was wondering, "Is this a performance? Did he have a heart attack?" But two days later, I was able to interview the medium. His name is Thupten, he was 30 years old at the time. He is 50 now.

He said that he didn't remember a thing that he said when he was in this trance. He felt very weak right afterwards, for a day afterwards. So I said, "Well, how did you become the medium? How did you get this job?" And he said, "You know, when I was younger, I had started hearing these voices. I started feeling very ill, and I was very confused, and in fact, I thought I was dying at one point. An older monk came to me and said, 'Hey, you've got a gift.' He taught me how to go in and out of trance; he nurtured me; he stayed with me for the whole year." Now he's the Dalai Lama's Oracle, the Oracle of Tibet. Two years later, I was doing a project for Amnesty International up in the Northern part of Kenya, in the Samburu area,

and I was taking pictures of these people. My guide turned to me and said, "You know, their predictor has told them that you were coming to take pictures of them." I didn't think too much about that because there I was taking pictures of them. He went on to say, "They also said that she said that you would hide from them when you took their picture." I said, "No, I don't hide, I use very short lenses. I'm usually right in front the person when I take their portrait." That night I was home, cleaning my lenses, packing my bags, and I realized, yeah, I've brought my new camera that I've never used before. It's this Panoramic camera. And this is the way I've got to focus that, in total darkness. All of a sudden I thought, "Well, that's a coincidence." My assistant said, "That's amazing."

It was just something we kind of filed away, but at that point, I decided what I wanted to do is start actually seeking out these people that go into altered states of consciousness in order to heal or predict for their tribes. That's what I started doing. By the way, here is the woman that was the predictor. I did take her picture with a panoramic camera. Her name is Sukulen. She is 37 years old - or was, at the time - five kids. She had the very same story as the medium of the Dalai Lama. When she was 12 years old, she started having visual hallucinations. She started feeling sick and dizzy. Her grandmother came and said, "You know, you've got a talent," and she nurtured her

through it. I literally went around the world and doing my human rights work

and started finding these shamans. The way I would find them - they never introduce themselves as shaman. You would never know who they were unless you ask the community members, "Who is the healer here? Who goes into trance?" And they would tell me and lead me to the person. So this is Nomage. She is a Mongolian shaman. I'll just show you some of the 40 I interviewed. This is Morgan Yazzie, he is a Navaho medicine man. This is Lindsa. She is a shaman in Eastern Siberia. Mengatohue, a shaman in the Romani tribe, in the Amazon in Ecuador. One of the last shamans I interviewed was right on the Pakistan-Afghan border. There is a group of animists there, called the Kalash. There's only 3,000 of them left, and they are surrounded by Islam. They hold on to their animistic beliefs. They are very interesting-looking.

They are blond-haired, blue-eyed. They say they are the remnants of Alexander the Great's army. They are very fun-loving, they make their own wine, but I went there because I was told that there was a six-year-old boy that was being initiated to be a shaman, and I wanted to see him. Everybody I had interviewed up to that point had been a shaman for years. I wanted to find somebody in that process of initiation. When I got there, I found: no, he wasn't six years old, he was a 60-year-old goat herder up in the mountains.

So that's the shaman rumor mill. But anyway, I had taken my 16-year-old son with me as an assistant. We had to hike for about a day and a half to get up to the top of the mountain where Janduli Kahn was herding his goats. He was the shaman for the Kalash people.

And again, I asked the same questions. "How did you get into this? What do you do for your tribe?" He had the same story of hallucinations, being mentored by an older shaman. The shamans, in different cultures, induce their trance in different ways. By the way, shamanism is a universal practice. It's the world's oldest spiritual practice. There is a lot of common denominators, but the way they go into trance can differ. In Mongolia, they beat a drum next to their ear. In South America, they take psycho-active plants, like Ayahuasca. In Pakistan, they use something that is quite unique: they burn juniper branches, they slaughter an animal, pour the blood over the burning branches, and then the shaman inhales the smoke to go into trance. Here I am trying to talk him out of doing a ceremony for me

because I don't want him to kill one of his animals. He said, "No, I have to do it. My spirits are telling me I have to do it. You've come so far." So the next morning, his sons started the fire, started burning the juniper branches. He started praying to the mountain spirits, the spirits of the forests. They slaughtered the animal, and he started inhaling the smoke, and then he went into trance. He stayed into trance for about five or 10 minutes, and when he came out, he was very silent, he hardly

said anything. He was very talkative before he went into trance. And I thought, "Well, this is kind of strange." I asked one of his sons through my interpreter, "What happened to him? What did he say? Did he see anything?" And the son just said,

"The only thing he said is, 'Your journey is going to be extremely difficult, but you are going to be safe.' That's all he said." The next day my son and I took off. We left his camp and walked down the mountain and headed up further into the Hindu Kush Mountains. We were out in the middle of nowhere, we had a jeep, and my son started getting sick. He evidently picked up a bug in the water around Janduli Kahn's camp. First day went by, he couldn't keep anything down. Second day, third day, fourth day. Couldn't keep anything down for four days. He was getting so weak he could hardly walk. I was totally freaked out. We pulled into this little village, and we happened to run into a doctor from Islamabad, who was visiting his mother, and he happened to have a bag

of glucose and saline and an IV drip and some oral rehydration salts, and we brought Dax around. To me it was like a miracle that the whole thing happened. I'll tell you a little bit about the shamans. First of all, this is the common things with shamanism; it's not always true, but in general. They typically are identified with what they called the "Call." And the "Call," the ones I interviewed, almost all of them, it was a psychological crisis. Secondly, they almost always had a mentor. Somebody that has been through it, and has come out the other end of this psychological crisis, and can show them the ropes, and show them, and tell them, and comfort them along the way. And then they have to face what they call the initiation. It's almost always this death. A death of their old self

and a rebirth of a new self. And this rebirth - I don't know how to explain that. It's like they ... take on much more of an elevated consciousness. They expand their consciousness. Their awareness of who they are expands. They expand their circle of compassion; I guess that'd be the quickest way to say it. As such, they learn to go into the spirit world, where they believe the spirit world informs our world of reality here. That's where things really happen. They go there, get the information, come back to help people. And then, after they've learned their trade, they begin their life of service, either a healer or a seer, a priest, and they typically do this for no money. This is something they just do, it's just something added to what they do. In the beginning many of them resist it because like Janduli Kahn,

he's still a goat herder, he still has to do that. But on top of that, he is the healer for the community. Sukulen has five kids that she has to take care of. On top of that, she is the healer of her community. So it is a lot of extra work. So it happened - I put that whole project aside because I didn't know what to do with it. I didn't know what to say about it. I felt I was getting in over my head, into the world of consciousness, and spirits, and all this. But a year and a half ago, I met a young kid who had one of these psychological breaks. I just want to introduce you to him, just a moment here.

Adam: "It was just this total shattering, and my mind just opened, and I started thinking of all these different things. And in that sense, it was beautiful.

I found it was - How I found my - The first time I'd ever experienced a real connection to the universe, where I really felt like a part of this. That I was this, this was me. It was just like ... incredible! And so simple - Yeah, I mean, absolutely amazing. And then I kept going, and then I went way too far. And then it got scary. It was just kind of like a panic. I don't know. 'Put some medication in this kid and just hope for the best,' but it - I don't know if it hurt or helped. It was at the point where I was being diagnosed, I think, for side effects of medications. Like, there was a point where I was taking 15 pills in a day. And I felt like a lab rat, and the side effects were just awful. Absolutely awful. Vomiting all day, I couldn't leave my house for so long,

from just these awful anxiety attacks, and the thought of interacting with people would make me sick to my stomach. It was just so much. I still don't know what was the side effect and what was my mind." Phil Borges: Adam was on drugs, on pharmaceuticals, for about four years. He was having a such a hard time that he decided to go cold turkey, cut them off, and did a Vipassana meditation retreat. And those of you who don't know what that is: They come in various forms, but this one was 10 days silent meditation, 10 hours a day. It's very rigorous. I did one just to see what it was about. And it was one of the hardest things I've done. He was able to stabilize himself. He got a job at Whole Foods Market, which he hadn't been able to do before. He started having what he called "synchronicities,"

where he'd have a thought and the thing would happen. And by the way, he is very psychic, he has very strong healing potentials. But he has no confidence in what's happening to him, there's no one that's been able to conceptualize it for him. Anyway, he had these, and he decided he needed to go back and do another Vipassana. Well, they learned that he had this history of mental illness, and they sent him home. So the one avenue that he could have gotten relief from cut him off because of the stigma of his mental illness. Adam isn't alone in this by the way. In having bipolar , schizophrenia, depression, any of these heavy psychological episodes. Here's some statistics from the National Institute of Mental Health. One in five of us will suffer a psychological crisis in our lifetime. By the way, that's

a rising figure right now. The other thing is, one in 20 will become disabled because of it. Another interesting fact about this phenomenon is 50% happens before the age of 14. By the way, most of the shamans, it happened either in their adolescence or in their teenage years. Seventy five percent before the age of 24. So it's more or less a phenomenon of young people. Here is the difference in cultures that I noticed. The shaman's advantage. One, they have a cultural context. The physiological crisis, although it's difficult, it's believed to be - they put it in a positive light. It's

something the person is going to come out of and be stronger in the end. Have more abilities in the end. The other thing that's a big advantage is it's not stigmatized. If you have the stamp

of mental illness on your forehead, or on your dossier, or whatever, you are not going to get a job. It's not like having diabetes or even cancer. It's one of the most stigmatized things that can happen to the person in our culture. And especially, if some kid is having these visions, and he's not knowing what's happening to him, and the doctor comes and says, "You're broken and you are this," you can imagine how that adds to the problem. The other thing they have an advantage of, they have a mentor, they have somebody that has been through this process, that can take and hold their hand and say, "Listen, I know what this is all about, and this is how you manage it." And the third thing that's a huge advantage is they have a community that buys into what they've gone through. Not only that, they have

an outlet for their talents. Many of these people have specific talents that the normal person doesn't have. So, that's what is an advantage if you're in one of these indigenous communities. I don't know if you heard the recent TED Talk by a woman by the name of Eleanor Longden. Has anybody heard that one? It went viral. She did it a couple of months ago. This is a young woman, when she went to college she started hearing voices. She said, "My nightmare began when I told my roommate I was hearing voices." Her roommate said, "You'd better see a doctor." So she went saw the doctor. The doctor said, "You'd better see a psychiatrist." She went to see the psychiatrist. The psychiatrist gave her the label "schizophrenia,"

put her on medications. By the way, these medications suppress the symptoms, they don't get at the root problem. She said, from that point on, she just spiraled down. You ought to listen to her video on how she brought herself out of that. She eventually got to the point where she said, "I realized that those voices were helping me resolve this old childhood trauma of sexual molestation." But it took her and a couple of friends that believed in her, to get her out of that hole that she had gone down in because of that stigma. So, if you do have one of these issues, if one of us does have one of these issues, we go to somebody. The common method of treatment is to suppress the symptoms with pharmaceuticals.

So, with Adam, we've been following along, and so I've been posting this on our blog over the last year and a half, how he's doing and what's going on. By the way, he's homeless now, like so many end up. And we've started interviewing professionals that take a whole different approach to this problem. And in fact, some of the psychiatrists, psychologists we've interviewed, and we're posting them as well, claim many of these instances, not all of them, but many of them, as spiritual emergencies. And they believe, just like I do now, if you hold these people, if you don't stigmatize them, if you don't scare them with the label, and tell them they're broken, and if you give them a

place of support, that the psyche itself is self-healing. It will take them, and it will eventually work out whatever is going on with them, and they'll typically come out

at a higher level of awareness and consciousness than when they went into the problem in the first place. There are many people that believe - we've interviewed cultural historians, cultural anthropologists, they believe that our species right now is in crisis. You look at the environment, you look at the economic system, you look at what's happening with our continual wars, and we're being asked to raise our consciousness to a whole different level. I just want to end with this statement from one of our most famous scientists, and I love this statement, he says, I'll just quote: "We human beings tend to experience ourselves as something separate from the whole we call the Universe. This is actually an optical delusion of our consciousness. It's like a prison for us.

Our task is to free ourselves from this prison by our circle of compassion to embrace all living creatures and the whole of Nature in its beauty. This striving for such an achievement is a path to our liberation and the only true foundation of our inner peace and security." That was Albert Einstein. Thank you very much.

Queer _ Muslim_ Nothing to Reconcile _ Blair Imani Transcriber: A Birsa Reviewer: Hiroko Kawano
In 2017, I decided to go on a national conservative talk show. I always love a challenge, and I didn't want to shy away from this one. I had just spent the previous year teaching people in the rural South how to talk about things like abortion, working at Planned Parenthood. And I spent the previous year working at Heineken, in government relations. So, I love a good challenge. And so when it came time for me to talk about safe spaces, I decided to do it on a conservative talk show. Bad messaging, I know! But ... I, you know - I think I did a good job. Anyway - so safe spaces in the context that in the United States, we have several different programs

aimed at targeting, harassing and surveilling different communities. Against the Muslim community, it's called Countering Violent Extremism. It's supposed to be part of this counter-terrorism effort, but what it ends up leading to is further radicalization, further marginalization and mental health issues throughout these communities who are affected. So I made the argument that what if we spend the taxpayer money that goes into those programs that are harmful, and we put those into community spaces where people can talk about difficult things, come closer to their communities and feel empowered - that they don't have to feel alone. And so I made that case. And I said, "And, in fact, let's not stop there. Black people need safe spaces where they can be free

from police violence and from racism. LGBTQ people need spaces where they can be free from hate violence." The Pulse shooting had just happened a year prior to me going on the show. And the host, who very rudely interrupted me, said, "You're not here to speak on behalf of those

communities." And I said "Well, Tucker Carlson,

in addition to being a Muslim woman, I am a black, queer person." And ...

And I had just come out on national television to most of my family, to people all across the world and to all of my coworkers. And I couldn't put it back in the box. It was the Pandora's box. Everything was out. I could feel my phone notifications buzzing. People were sending me death threats,

words of encouragement; GLAD had reached out - amazing things. But I just wanted to get through the interview. I think I did a good job. You can check it on YouTube - highly recommend.

But, now I'm kind of the token queer Muslim, and that's not the case at all. There's so many of us: there's Leo Kalyan, there's Abdullah, there's Fawzia Mizra. There's so many of us! Today I work with an organization called Muslims for Progressive Values, and we work to advance progressive values of Islam, values that are very much rooted in historical context. But I'm getting ahead of myself. Let's start at the beginning. I was born Blair Elizabeth Brown. Yes, not Blair Imani. I changed my name. I converted to Islam in 2015,

but I had grown up in a Christian community, but not a conservative one. I'm blessed to say that I never grew up in a space where people were telling me homophobic things, whether that was at home, at school or at church. I grew up in a family where, literally, the first time I've ever heard anything in the gray area of homophobic was last week. And it was a mistake. Ah, it was a misunderstanding, thank goodness. And so, I kind of grew up feeling like I could be whoever I wanted to be, including my sexual orientation and my gender identity. And so, when I had my first bisexual crush when I was eight years old, I didn't completely know what it meant, but I knew there was something there. You see, I had a crush on this kid - whose name I won't say because that's very awkward -

and his sister. And I liked them for distinct reasons. It's kind of that age where you start getting butterflies in your stomach when somebody writes you a Valentine's Day card, even if they wrote it for the whole class. But you feel special. And right as that was happening, I started to become concerned because when I saw things like Disney movies, there was always a prince and a princess or a beast and a princess, which is also confusing.

But I knew that there were no princesses or princes together. I felt like maybe I should suppress this part of myself. And I did, kind of. That is until I came out to my mom when I was 15. You see, I was standing there in front of her, very ABC Family-style in my all-girls Catholic uniform,

and I said "Mommy, I'm a lesbian." And she goes, "Oh no, no, no, no, no, no. No, no, no, no, no ... Honey, you're bisexual." And I am! And I was, and I was before, and I will be forever. But, I finally had something to call it. And when I converted to Islam in 2015, I felt very comfortable and very aware of the fact that Allah made me with all of my flaws and perfections but made me to be a queer Muslim because Allah makes no mistakes. And so, when I converted, I started to get messages from people - especially after I came out - people asking me how do I reconcile being a person of faith and being queer? And I always say, "We don't reconcile identities in my house.

We reconcile bank accounts, okay? There's nothing to reconcile." Because in the Quran, there is no condemnation of same-gender loving relationships. And I know, maybe some of you in the audience here, some of you online, all the people online, are saying "But Blair, what about the story of Sodom and Gomorrah? What about the story of Prophet Lut?" And so, for you non-religious people - oh, to be one of you -

the story of Sodom and Gomorrah is a story about a town that was doing horrible acts: acts of rape, acts of incest, acts that we know in human psychology cause trauma and pain. Not a condemnation of same-gender loving relationships, things that do not cause trauma and pain. What does cause trauma and pain and even mental illness is having to hide parts of yourself

because people use religious texts against you.

And so, first and foremost, I'm a historian. I'm also a black woman. In my culture, we believe in receipts. That is when you demonstrate facts based on what you're presenting presently. So here's some receipts, okay? First and foremost, when Muslims and Christians began to come into contact with each other, Muslims were known for being very sexually permissive, not sexually restrictive. So seeing this narrative today that Muslims are uniquely homophobic is not at all rooted in history. In fact, Muslims were often characterized as perverted or bisexual. I'm the latter.

And so, as this continued, the time when we started to see more of a puritanical approach to Islam was when there was contact

with European Victorian morality, moralities that started to criminalize things like same-gender loving relationships and started to define things like sodomy - acts between people who both have penises - as bad and villainous and something to be condemned and something to be codified in the law as being condemned. At that time, in the 19th century, you start seeing legislation being passed in places like Lebanon and all across the Islamic world that condemned these acts. But it did not come from Islam. And so, of the five Islamic countries that do not have anti-sodomy legislation on the books, those are countries that do not have the same relationship with colonization as countries like

Saudi Arabia and Brunei. Those are the facts. The other thing too, though, people like me - people who are Muslim and who have progressive values -

are constantly being charged with Westernizing the Muslim world. But the Muslim world is already Westernized. These ideas of puritanical values, of interpreting the Quran to be oppressive - those did not come from Islam. Those came from colonizers, Western colonizers. And so, how do we make a world where people don't take their lives because they feel like they can't reconcile being queer and being Muslim, or being queer and being a person of faith? Well, first, it comes by knowing that queer people are born within every demographic in the world. There are queer Jews, queer Mormons, queer Catholics, queer Protestants, queer Muslims. And I'm proof. And I will continue working toward a world where we can be our full selves, because like the rainbow

that represents us, LGBTQ people are beautiful and naturally occurring. Thank you so much.

Re-train Your Brain With Self-Care _ Dima Abou Cha

I see many posts on social media about people being tired from work or from school so let me share one of those posts with you today your friends who work 40 plus hours a week I'm just avoiding you they're just tired does this look familiar to some of you did you know that the World Health Organization recently recognized burnout as an occupational phenomenon my best friend goes to the gym every morning as part of her self-care routine until one day she suddenly stopped going and she definitely seemed off there was something about her energy levels she wasn't like she used to be so I asked her are you okay we all know what happens to somebody when you ask them are you okay they will either burst into tears or will they'll say I'm fine well she said I'm fine and we all know that when someone says I'm fine they're really not I'm fine means I'm frustrated

I'm upset I want to quit my job I want to drop out of school I'm tired so why is it that we are so tired is it because we're drained from working too much is it because we're overwhelmed with stress or is it because we spend too much time working and little to no time doing what makes us feel good we've all had our fair share of bad days but the most important question to ask yourself is is it actually a bad day or is it more than that we can prevent burnout from exposure to chronic stress by practicing self-care but just remember that South care is not a one-size-fits-all for example South care for my husband is candles and bubble baths for me well let's just needs not that it's easy to wake up everyday and show up to work because you have to it's your job it's mandatory yet it's just as easy to convince ourselves that we don't need self-care I don't have the time for it it's ineffective or because we think that going on vacation for a few weeks to a nice place with enough of a

self-care that's like charging your phone for five minutes it reaches 20% you're like yeah I'm set for

the whole day but it's not gonna last long so what happens when we keep coming up with excuses to delay self-care what happens when we postpone self-care well first of all self-care increases resilience motivation and our ability to cope with stress it also produces neurotransmitters that are responsible for making us feel good without self-care we may experience burnout and compassion fatigue burnout has been described as the state of psychological emotional mental physical and even spiritual exhaustion from chronic involvement in your work compassion fatigue is simply the cost you pay for being too caring it's psychological and physical fatigue from showing too much empathy to others and not enough for yourself a Canadian psychologist named Donald Hebb once said neurons that fire together wire together our brains are constantly changing because neurons in our brain are

constantly being fired and because certain parts of our brains are more activated than others our brains are constantly changing simply from caffeine consumption to stress to practicing meditation our brains are constantly changing simply because of learning new things and forming new habits and due to the brain's ability to change we can shape it to a healthier one by rewiring it and we can rewire our brain by practicing self-care so to start with neuroscience is a study of the nervous system so that includes the different regions of your brain the neurons and the neural connections throughout the nervous system neuroscience helps us understand human thoughts behaviors and emotions it also helps us understand how our brain operates under certain circumstances what happens when we're under stress and how the brain can change yourself let's take a look at what happens to our brains when we drink coffee when you drink a cup of coffee suddenly your surroundings are clear your attention is at its best it

couldn't get any better than that you drink your first type of coffee on a Monday morning and you're like yes let's do this Monday I'm gonna conquer the world nothing can bring me down but don't you realize that as the day goes by your energy levels start to decrease you get really tired and you find yourself running for that second cup of coffee or even third cup of coffee for you coffee headaches out there well that's because of a molecule called adenosine Adenosine is a molecule that is naturally produced by your brain which makes you tired so when you drink a cup of coffee the caffeine blocks adenosine production making you more alert this entire process is basically changing your brain temporarily so when you practice self-care you're actually wiring your brain you're making it better you think we have the ability to memorize the lyrics to our favorite songs that's because of two things first is repeated practice and second it's the pathway in your brain and the neurons

wiring together the brain is made up of neurons and neurons are a billion of nerve cells the neurons consist of axons dendrites and the cell body the cells are very talkative and they communicate with one another the axon will first send a message from one neuron onto another and

then the listening neuron known as the dendrite receives the signal and passes it along to the next neuron and so on so cells will keep firing messages in our brain and the firing of cells and its activity is known as neural connections think of neural connections as best friends with a very strong bond the closer you are to your best friend the more supported and loved you will feel so when you're learning the lyrics your favorite song the cells that send and receive information about that song become very efficient and the more efficient they become the less effort it takes them to send a message to the next cell about what's happening making it easier for you to sing the song so when you practice self-care to include it in your

routine it's as if you're learning something new it becomes a habit and this habit is the result of learning a new task you can learn to practice self-care the same way that you learn anything else through repeated practice as we now know your brain fires neurons all the time which causes some changes in your brain such as the pathway that you just created to learn the lyrics to your favorite song your brain is constantly trying to remodel itself based on the experiences that you go through in life and when you stimulate the same circuit over and over again you strengthen it you learn to practice self-care the same way you learn anything else through repeated practice you may be familiar with the saying practice makes perfect but just keep in mind that self-care doesn't happen overnight it takes time patience and perseverance but don't give up lots of little efforts add up over time you have to work your brain the same way that you would work your muscles when

you're exercising at the gym as humans we are more prone to being affected by negative news instead of positive ones somehow our brain is wired to pay attention to the bad side of things instead of the good this is because of something known as the negativity bias the same way that your brain was able to create that negativity pathway you can create a positivity pathway and the first step is to practice self-care the more you practice self-care the more neurons your brain will fire in order to create that positivity pathway that will help you cope with stress there are four neurotransmitters responsible for making us feel good according to Loretta Breuning serotonin dopamine endorphins and oxytocin she calls them the happy chemicals when you do something that you love when you practice something that makes you feel good these neurotransmitters will be released by your brain but when you're always under stress and you're always feeling overwhelmed these neurotransmitters are not present let's talk a little bit

about the role of the amygdala the amygdala is an almond-shaped region in your brain that is responsible for detecting stress it's literally your stress radar so when you're under stress your amygdala is active your heart starts racing your cortisol levels increase which is a normal response to the situation that you're in stressing out from time to time is normal but when your amygdala is always active you're wiring your brain to think that you're always in a stressful situation and that there's always danger around you even when there's none but practicing self-care helps you

manage your stress levels which keeps your amygdala well balanced treat your brain the same way that you treat your body why would you take care of your physical health but neglect your mental well-being think of it this way your brain is like the remote control and your body is like a television as long as you have charged batteries you can flip through life's challenges with the resilience and in

order to charge yourself practicing self-care is essential but just remember to be patient with yourself when you create a self-care plan when you're not in crisis you're creating a toolkit that you can turn to in times of distress nobody knows you more than you know yourself you know how stressed out you get use that as the guide to help you create the best self-care plan for you to prevent making stressful situations even more stressful so to answer the question I posed earlier what happens when we postpone self-care we simply don't feel good our energy level is decrease we feel less motivated we don't want to do anything we may even feel depressed and it could be hard to get out of self-care enhances your energy levels boosts your mood increase its resilience and most importantly reduces stress because stress is inevitable a healthy brain is a healthy you thank you

you

Resilience as a key to success_ Elke Geraerts at T Transcriber: Salwa ELKNANOU Reviewer: Alina Siluyanova Imagine a day you felt very sad and try to bring that day back into the top of your mind, and try to grasp how you exactly felt that day. Why you felt sad? And for how long you felt sad? Did it last for hours? Or days? Or even weeks? Everyone of us here, without exception, has experienced such a day and likely many more saddening days like this. When we try to locate that sadness, we immediately reach to a heart, the organ that makes our blood flow through the body. But when speaking about sadness, you would rather point to another organ: the brain. This is the place for our thoughts, our feelings, our goals in life. When we fall in love,

we always think in terms of the heart. But the love we cherish is in our brain. It's much the same when after a major setback we're feeling sad. It's our brain that is feeling sad. Our intentions, our dreams, our motivations, us all being here together this afternoon, it's all here, in the brain. Sometimes we are limited by our brain. All of us, all our brains can become strained when we experience stress at work, or argue with our loved ones. Too often, people burn out, feel depressed, experience anxiety more and more people are becoming addicts. As a scientist, I really like to create a bridge between science and people, and science and society, and I feel challenged to create new ways to solve these conditions. The World Health Organisation predicts that by 2020 depression will be the most common illness in the western world, even above heart failure.

What if you could improve your brain just as you improve, and train, and exercise your muscles?

From psychological research we know that you can: you can strengthen your brain through exercise, and improve your performance, and have much more awareness of life. In Stockholm, scientists and a research group from professor Klingberg gave people some computer exercises to train their brain, the kind of exercises such as solving a sudoku, or a crossword puzzle but only slightly different; the kind of exercises to train what we call in psychology one's "working memory". After one month of these exercises, these people were not only better at these exercises, they were also better able to reason and to understand problems, to solve problems. When the researchers

examined the brains of these people, they could see drastic changes in their brains, especially here, in the frontal lobe, where more connectivity was evident. Recently, in our research lab at Erasmus University of Rotterdam, we examined whether such a working memory training may have an effect on someone's mental state. We tested people with depression and anxiety, and for a month these people exercised their brains through a computer training, a kind of mental gymnastics. And here the results are very encouraging. Another research group in the Netherlands showed that such a working memory training may be an effective strategy to reduce alcohol use and heavy drinkers. So, brain training not only makes you smarter, it makes your brain better fit to cope with adversities in life. And that is not only important for people

who suffer from mental illness. Because everyone here, without exception, experiences major setbacks in their lives. And the people, the courageous people, the resilient people, who know how to handle misfortune have an advantage in life. Resilience, apart from a high IQ and a strong emotional intelligence, is a quality that will make your life successful. Resilience is one's stamina, one's determination to cope with setbacks, one's ability to stand up again after falling. Resilience is an essential and common factor among successful people. You may be smart, you may be social with people, but a certain kind of determination and persistence is crucial on the road to success. In-depth interviews with successful people make that very clear. All of them, at some point in their lives, succeeded through fighting back from exceptionally difficult personal

and professional circumstances. What if you could improve your resilience? The good news is that resilience is not just genetically determined. In fact, major events in our teens and twenties have a huge impact on our resilience. In-depth interviews show that the majority of the successful people have experienced a troubled childhood. Many came from broken homes or had to deal with childhood trauma, such as death or alcoholism of a parent. And it's important to realize that I'm not just talking soft psychology here. Resilience is a concept that has been studied in many natural sciences and technology, and it describes the way a system can cope with shocks. Let's take the example of ecosystems. For decades we have been speaking about sustainability, about restoring equilibrium, about a conservation of species, but now we're becoming aware

that ecosystems are seldom in equilibrium, and are beating from one extreme to another by ever-changing circumstances. There's now a whole new branch of mathematics that shows which species are important for resilience. Now, back to our own resilience. Anticipation is crucial for our resilience. Anticipation is the active ingredient that keeps us on track, and for anticipation you need initiative, initiative to anticipate and to be resilient, initiative to intervene when something has gone wrong, or something threatens to go wrong. Without your own initiative, you will be engrossed by the issues of the day, the tasks of the week, the delusion of month, or the illusion of even years. Therefore, you need to be active and plan your way ahead, and take into the fact the consequences that your actions may have.

Often, you need to make your own choices, sometimes even bold choices, with your eyes wide open. That will contribute to real resilience. Ladies and gentlemen, think back about the sad day you reminisced about at the beginning of my talk. Even on such a day, you can be the captain of your own life. As long as you anticipate and cherish your resilience, and take setbacks as a fact of life, they will strengthen you. For sometimes in our lives, you need to dig in your heels and hold on when life gets hard. That is resilience and that may be your greatest success. Thank you.

Resilience in a Traumatic World _ Valerie Anderso okay I'm gonna tell you a secret I actually had a life before psychology and in that life I was a high tech venture capitalist and former Silicon Valley executive and I tell you that because I'm going to give you some examples some stories later that come from that era of my life what I'm going to be talking about tonight is resilience and resilience in the context of my specialty in psychology which is trauma so once upon a time the world felt safe to us when we went to church we knew we were going to be okay we're gonna be safe we could go to work we could go to school we could travel at the airport we could go and have a meal at a restaurant and we would pretty much feel like we were pretty safe but today things are different and there's trauma risk wherever we go now so there's various types of trauma obviously right so there's occupational what I call Occupational trauma which is um if you have a job like a firefighter

or for a first responder police military its inherent in that job that you're going to experience some things that are going to be not very pleasant that may have lifelong impact on you there's natural disaster trauma and of course in Colorado we've had more than our fair share of that that's the fires and floods and tornadoes and hurricanes and I'm gonna talk later about earthquakes and then there's the trauma that comes from terrorism which has been in the news a lot lately the school shootings Columbine as a early example and then there's interpersonal trauma which is that's things like rape sexual assault things that basically violate our very fundamental being our physical being just like a heart attack trauma cannot be predicted most of the time so so Thomas Swift when he went to work on September 11th I worked at Morgan Stanley in the World Trade Center I am fairly certain he did not think on his way to work I won't make it home tonight it was a totally unexpected

unpredicted unpredictable situation for him biomedical researcher Steve Wolf. When he was pushing his little boy in a stroller enjoying the day when Leo's mom was actually running the Boston Marathon and I'm sure that Steve did not wake up that morning and say something really bad is going to happen to me and my son today. I said earlier that we've had our fair share of natural disaster trauma here and the Waldo Canyon fire, black forest fires are examples of that but in 2012 we were all going about our business doing you know having our usual things that we do every day and all of a sudden with a shift of the wind lots and lots of people had very little notice to get out of harm's way and so while there was some you could tell that there was something dangerous going on you didn't know until kind of the last minute that you're going to be losing everything and then October 17th 1989 this Mr. James Hansen he left work early that day because he wanted to go home and watch the World Series and I'm sure that when

he got jumped in the car to head home to watch the World Series he had no idea that he would perish in the collapse of the Cypress structure in the Loma Prieta earthquake of 1989 that was a seven point one earthquake so it's all around us and for the research that we've been doing with secondary traumatic stress what we've found in our research is that the average number of traumatic events that we will experience in a lifetime is about three so it's not you know it's not generally something that you're not going to experience at some point we all will have experiences so given that what how can we flourish success our theme tonight um how can we flourish in this new reality so I think many of us in the behavioral health mental health field believe that resilience is one of the qualities or characteristics that helps us work through and address and deal with and process some of these traumatic events that happen to us through our lifetime so resilience that's the process of adapting in the face of

trauma tragedy significant sources of stress it's about bouncing back from experiences so some people may think that resilience is actually extraordinary but it's actually very ordinary very common and resilience doesn't mean that that you don't experience some distress emotional reactions pain suffering from the experience what it does mean is that you can develop thoughts behaviors ways of looking at the world that allow you to process the experience that you've had and be able to continue on in life so so that begs the question for me about what does that say about what leadership should understand about trauma and I say this because many of these traumatic experiences happen in the context of our workplace you know the World Trade Center that kind of thing so what should leadership what do they have to know and understand really to help the team that they're working with develop resilience and move past the experience and maybe even be better for it so the

first thing I think they need to understand we need to understand as leaders is that there's really two

types of trauma one is up what I'll call a primary trauma and that's when something has happened to you directly right you have experienced something that's really difficult so when you have a primary trauma the very normal initial reaction to that experience is that you develop this sort of sense of being numb of things are kind of surreal your mind can't really wrap around what's going on and in the long term in some cases you would develop what we all PTSD post-traumatic stress symptoms okay then there's the secondary traumatic stress and secondary traumatic stress is very much like primary trauma response except that it comes from working with people who have had so I'm a psychologist and I work with a lot of military people who have experienced combat trauma military sexual assault work with first responders who have had to respond to some pretty horrific situations work

with first responders who are carrying a tremendous amount of guilt because they didn't feel like they did enough and in the course of working with these these people I'm being constantly exposed to the intimate detail of their experience and with secondary trauma I start developing the the same symptoms that someone would have from primary trauma so that's why we call it secondary trauma so secondary traumatic stress is what we've been studying or what we studied in one of the projects here that I worked on at UCCS with secondary trauma it's a little bit different in that you have the same sense of you know like surreal experience you're having a hard time kind of understanding what you're what you're experiencing but the longer term effects of that tend to be more like compassion fatigue I'm having a hard time having compassion for people now which in my business is a bad thing so you start developing you know symptoms are very similar to the trauma trauma response except that you didn't

personally have that drum and I can tell you that there are times when at the end of the day I could not hear another war story because it was just too much and worked a lot with soldiers out of Fort Carson and that Fort Carson has forth four brigades of the fourth Infantry Division and those are the guys that when they deployed they go do route clearance and you know break the doors down and stuff like that so the stories that they have are very different than the stories of someone who worked in the Air Force for example and was less directly involved with the with the enemy so the stories that come from there are are really hard to work with and then when you're working with multiple people from this environment you've come to realize that you're hearing the same incident from about four or five different perspectives and it just gets reinforced and reinforced and reinforced so so secondary trauma comes from being exposed to the trauma but not directly but through working with people who have

been exposed to trauma so we see this in psychologists we see this a lot of times with people who work in domestic violence arenas people working in trying to help out people with and you know getting away from human trafficking so there's a lot of different types of you know helpers or people

in the helping profession who could develop the secondary trauma so I want to tell you a little bit about story about my experience and that was at when I was in Silicon Valley I was the world worldwide vice president of services for a software company and we have a usual annual user conference where everybody comes in from all around the world to San Francisco or the Bay Area and we have this big conference with thousands and thousands of people and of course in my position I have played a pretty important role in terms of presenting and talking about how wonderful our software is and how much we love them as customers so so imagine for a moment now and you're sitting there and you're listening to me and you're probably

pretty relaxed in the chair and imagine if all of a sudden the Bank of Lights fell down okay so in in some ways when the Loma Prieta earthquake hit that's what happened well I'm going on having a nice glass of Perrier with a co-worker and all of a sudden the building is shaking you cannot get up to walk because the building's the floor is moving too much and it throws you down and this fight-or-flight thing is kind of like really strong right now right and you're just trying to figure out how to get safe meanwhile lights are falling down mirrored things in the walls are falling down and crashing on the marble floor and setting shards all over the place so so this was my experience in the Loma Prieta earthquake now when that happens you can't quite wrap your mind around what's happening because usually when I stand up I can walk if I'm in danger I can get myself to safety and and wait a minute the whole place is shaking and all these people are at risk and and I'm at risk and you know so

you're you're not thinking rationally right because your fight-or-flight systems and you know engaged so so after having an experience like that the response of leadership in the company was Valerie we want you to stay here overnight and we want you tomorrow to do all the presentations for all the people who are now going to go home to their families because they can and so there was no recognition of the fact that I'm basically a zombie and you're going to ask me to get up in front of whoever's left because to tell you the truth a lot of people grabbed rental cars and drove to LA to get home but but I'm being asked to get up put all of what's going on for me aside and do the job so that's why I think it's important that leadership understand that when you're presented with a traumatic incident that there are certain things that you can do to help build resilience and there are certain things that you can do to make matters worse so for primary trauma what we found and

what you'll see in the research is the top three factors for building resilience for primary trauma survivors is number one is social support being around other people now for me personally that's a tough concept because I'm a raging introvert and I don't want to be around people but social support was very important in my process of trying to figure out what had just happened to me and what happens right after an incident like that is people want to talk about it a lot over and over and over and over and people who haven't experienced it thinking oh this is really boring can you shut up

about it now but people who have been through it understand we just need to talk about it with each other the second is self-efficacy and that's the idea that that we have confidence in our ability to be able to process or work with or cope with the trauma that we've just experienced and then the third which is kind of was weird to me at first but people who have had a pattern of stressors have over their

lifetime developed ways of coping with stressors so that helps them become more resilient when things happen I found that also even in my name my clinical work that people who have had no significant stressors when they do have their first trauma they don't know what to do because they haven't developed a way for themselves to be able to process through and get through the experience for secondary traumatic stress and again burnout is one of the things that also happens as a result of secondary traumatic stress again social support is number one the second is supervisor support which is something I didn't have but and this is you know relevant in a lot of work environments understanding from your supervisors that that what you're going through and what you might need and then this whole notion of work-life balance and making efforts to take care of yourself right so we as clinicians when we're spending 810 hours a day helping people with traumatic experience

we need to have something in our lives besides what we're doing for a living so we can't the work has to be what we do but not what we are and then exposure to terror one of the things I think that we've learned through some of the experiences that we've had is there's a temptation when there's a terror incident to listen to the news and have it on and we're watching it and we're you know listening to it and we're talking did you see this oh my god and we've got the TV on the whole time and we're just really rien Singh we experience very experiencing it right and specially for kids this is really difficult because kids can't differentiate that what they're seeing is something that happened in the past they think it's happening over and over right now but to take a news break okay even though it's tempting to want to keep watching it taking a news break and just kind of you know stepping away from it for a while and helpful keeping things in perspective that yes bad things do happen but they don't always

happen that sometimes if you have a plan of what you would do if something happened to you know for you to in that moment what would you do and we've been doing a lot of planning about this in the clinic as I'm sure you could imagine we are seeing a lot of survivors from things like the Planned Parenthood shootings and so the clinic now has developed our protocol for what would happen if where there was an active shooter in our building okay so having that plan gives us a little bit more confidence that we can handle things in the future and helping others and staying connected with the people who are important in our lives so so talk about trauma and I talk about resilience and post-traumatic stress but actually it's quite often the case that as a result of a traumatic experience

we achieve actually personal growth from that experience and so there's this idea that that there is this thing called post-traumatic growth that comes from having some of these experiences and so

that's looking at the positive side as we heard in a previous presentation so in my mind and I think in the minds of many that really the key to flourishing in this really unpredictable world where we can't predict what's going to happen to us and some of the things that do happen to us are really bad the real the key since we can't stop it is to develop resilience so that we're able to process what's happened and grow from it and move forward in our lives thank you very much

Resiliency Field Trip_ a therapy tool to help you four years ago I vividly remember sitting on a cold concrete bench in jail the casual conversations between inmates and officers were surreal as if this were any other Saturday I hadn't committed a crime and yet here I was trapped powerless over six short months I had quietly stumbled my way through a divorce that mistaken arrest and then facing the painful truth that I couldn't just put this all behind me after losing 30 pounds half my hair and what felt like my final shred of hope I was diagnosed with type 1 diabetes an autoimmune disease triggered by all that stress witnessing the fallout two realities became obvious first the idea of bouncing back is a myth designed to make others more comfortable when faced with our uncertainty we don't bounce back from trauma we rebuild from the ground up and the second reality I really didn't know how I would do that the psychotherapist in me recognized myself as my newest patient and the most

important case study I would ever get the chance to observe as a mental health professional and as a human being at the end of her rapidly fraying rope I had to know how do we put the pieces back together stronger after we completely fall apart so I set off on a quest to personally experiment with interventions I had given patients over the past decade and honestly anything else to delay the inevitable the 50 minute sweat sessions on the couch of a relative stranger yes even therapists avoid therapy flash-forward a few months I find myself impulsively booking a flight that departs in just three weeks a cliché post-divorce escape to Puerto Rico and upping the ante with a scuba tour despite a lifelong fear of boats fortunately there were only minor injuries after jumping off waterfalls body surfing rivers vomiting off of the back of the dive boat yes also known as chumming apparently and kayaking for the first time in the open ocean at night without a lifejacket I

came home feeling like a hundred pounds had been lifted in the midst of experimenting with anything and everything in pursuit of post-traumatic growth I was intrigued now you have to know aside from my own secret hopes I really don't believe in shortcuts but if there is a silver bullet this was it a fast-acting emotional pain reliever with long-term results and desirable side effects the active ingredient intentional discomfort I began calling these experiences resiliency field trips though because this isn't about difficulty just for the sake of difficulty now a field trip that's about curiosity

learning and fun an adventure away from our typical routine I invited others to join in to test this theory for our first group field trip around 20 of us descended on a few surprised gruff older men at a ski shoot range tucked away in the mountains nervously picked up shotguns and one by one busted some clay over the years we've brunch blindfolded in public climbed a few mountains and of course we

had to try a few bugs after all this experimentation the three rules of a resiliency field trip came together it's new it's slightly scary and it's intentional the impact boils down to what I noticed most after Puerto Rico a sharp decline in fear which left a wide opening for possibility see fear protects us from pain but when we retreat into a comfortable routine fear grows unchecked like a weed we wake up one day feeling trapped resilience is the counterweight to fear it's a skill that requires practice and can be learned by anyone when we step into uncertainty with curiosity we experience fear in a positive context witness our triumph over our own resistance and reinforce new pathways in the brain that turn down the volume on fear this is called stress inoculation the development of an adaptive response from stress exposure building up immunity to the negative effects of future stress kind of like getting a flu shot if flu shots were fun now this all sounded too good to be true if there was one thing I

could give my patients it would be a stress vaccine but the difference between those who participated in resiliency field trips and those who did not was profound so why are those three deceptively simple rules first a resiliency field trip is new when our brains encounter a novel experience we remember it anchoring in that positive Association second a resiliency field trip is slightly scary this is the core ingredient discomfort we can't very well expand our comfort zones without stepping just outside of them and third a resiliency field trip is intentional discomfort alone simply sends us scurrying back for safety we must step into uncertainty with curiosity resiliency field trips can be created anytime anywhere and on any budget but most importantly they reflect what excites and challenges you that crazy trip to Puerto Rico was an intense stretch for me but I was also wildly uncomfortable going to dinner in a movie alone two years later here's the best part

this practice teaches us to see possibility even in life's unplanned field trip like a brave woman will call Amy Amy showed up in therapy with a common complaint burnout two years earlier her four year old son who we'll call Ben had been diagnosed with leukemia after which Amy quit her job to become his full-time caregiver she simply couldn't remember who she was before she was the mom of a beautiful boy with cancer now Amy worked through boxes of tissues in session but she discovered her own way forward while trapped in a parking garage stairwell already running very late for yet another medical checkup Amy and Ben had rushed up to the second floor but the door was locked and in their hurry they just continued up trying the door each time just before reaching the top floor Amy missed a stair came down hard on her shin the tears spilled over and she broke

down right there on the concrete landing it was a simple mistake only employees could access the hospital

through that stairwell and while Amy cursed herself young bun waited for a break between sobs and then cautiously asked can we go get ice cream now now laughing Amy surrendered and in that moment transformed the never enough guilt trap she had been stuck in since the day he was diagnosed into possibility walking across the street to a busy gas station they enjoyed ice cream bars right there on the grass out front without a care in the world besides that moment of joy together Amy had recognized the bigger invitation in her son's innocent suggestion but that's not the exciting part that's just where the ripple begins like many of us Amy had become trapped in a victim mindset where life was happening to her and she felt powerless but in that moment of suffering Amy chose possibility ice cream was just the beginning leading to hiring a part-time caregiver and by our next session Amy surprised us both by enrolling in art school resilience expands our whole comfort zone immediately impacting every

other area of our lives from making new friends to jumping on scary opportunities like picking up a paintbrush or talking in front of all of you today this means that helping professionals such as myself can empower our patients to author their own journey forward from a place of confident possibility and endlessly renewable superpower anchored in by those extremely memorable slightly scary experiences yes the resiliency field trip is a simple idea and that's precisely why it should grab our attention more and more of our family friends and neighbors are suffering with anxiety depression and even suicide risk despite outward appearances perhaps you too have felt overwhelmed and hopeless this is a powerful practice of inviting discomfort back inside our comfort zones so that we too can laugh in the face of everyday stress and remain flexible life's coming storms we all have our own version of that cold concrete bench that be on my journey fortunately my visit to jail was brief charges never filed and

the arrest expunged in a small courtroom the city prosecutor shook my hand and said it's as if it never happened I am so glad but it did looking back that was the first field trip that led to all of the others and ultimately a dramatically different perspective on the unpredictable road ahead don't wait for tragedy resilience is just a failed trip away you

Robert Waldinger_ What makes a good life_ Lessons What keeps us healthy and happy as we go through life? If you were going to invest now in your future best self, where would you put your time and your energy? There was a recent survey of millennials asking them what their most important life goals were, and over 80 percent said that a major life goal for them was to get rich. And another 50 percent of those same young adults said that another major life goal was to become famous.

And we're constantly told to lean in to work, to push harder and achieve more. We're given the impression that these are the things that we need to go after in order to have a good life. Pictures of entire lives, of the choices that people make

and how those choices work out for them, those pictures are almost impossible to get. Most of what we know about human life we know from asking people to remember the past, and as we know, hindsight is anything but 20/20. We forget vast amounts of what happens to us in life, and sometimes memory is downright creative. But what if we could watch entire lives as they unfold through time? What if we could study people from the time that they were teenagers all the way into old age to see what really keeps people happy and healthy? We did that. The Harvard Study of Adult Development may be the longest study of adult life that's ever been done. For 75 years, we've tracked the lives of 724 men, year after year, asking about their work, their home lives, their health,

and of course asking all along the way without knowing how their life stories were going to turn out. Studies like this are exceedingly rare. Almost all projects of this kind fall apart within a decade because too many people drop out of the study, or funding for the research dries up, or the researchers get distracted, or they die, and nobody moves the ball further down the field. But through a combination of luck and the persistence of several generations of researchers, this study has survived. About 60 of our original 724 men are still alive, still participating in the study, most of them in their 90s. And we are now beginning to study the more than 2,000 children of these men. And I'm the fourth director of the study. Since 1938, we've tracked the lives of two groups of men. The first group started in the study when they were sophomores

at Harvard College. They all finished college during World War II, and then most went off to serve in the war. And the second group that we've followed was a group of boys from Boston's poorest neighborhoods, boys who were chosen for the study specifically because they were from some of the most troubled and disadvantaged families in the Boston of the 1930s. Most lived in tenements, many without hot and cold running water. When they entered the study, all of these teenagers were interviewed. They were given medical exams. We went to their homes and we interviewed their parents. And then these teenagers grew up into adults who entered all walks of life. They became factory workers and lawyers and bricklayers and doctors, one President of the United States. Some developed alcoholism.

A few developed schizophrenia. Some climbed the social ladder from the bottom all the way to the very top, and some made that journey in the opposite direction. The founders of this study would never in their wildest dreams have imagined that I would be standing here today, 75 years later, telling you that the study still continues. Every two years, our patient and dedicated research staff calls up our men and asks them if we can send them yet one more set of questions about their lives.

Many of the inner city Boston men ask us, "Why do you keep wanting to study me? My life just isn't that interesting." The Harvard men never ask that question.

To get the clearest picture of these lives, we don't just send them questionnaires. We interview them in their living rooms.

We get their medical records from their doctors. We draw their blood, we scan their brains, we talk to their children. We videotape them talking with their wives about their deepest concerns. And when, about a decade ago, we finally asked the wives if they would join us as members of the study, many of the women said, "You know, it's about time."

So what have we learned? What are the lessons that come from the tens of thousands of pages of information that we've generated on these lives? Well, the lessons aren't about wealth or fame or working harder and harder. The clearest message that we get from this 75-year study is this: Good relationships keep us happier and healthier. Period. We've learned three big lessons about relationships. The first is that social connections

are really good for us, and that loneliness kills. It turns out that people who are more socially connected to family, to friends, to community, are happier, they're physically healthier, and they live longer than people who are less well connected. And the experience of loneliness turns out to be toxic. People who are more isolated than they want to be from others find that they are less happy, their health declines earlier in midlife, their brain functioning declines sooner and they live shorter lives than people who are not lonely. And the sad fact is that at any given time, more than one in five Americans will report that they're lonely. And we know that you can be lonely in a crowd and you can be lonely in a marriage, so the second big lesson that we learned is that it's not just the number of friends you have,

and it's not whether or not you're in a committed relationship, but it's the quality of your close relationships that matters. It turns out that living in the midst of conflict is really bad for our health. High-conflict marriages, for example, without much affection, turn out to be very bad for our health, perhaps worse than getting divorced. And living in the midst of good, warm relationships is protective. Once we had followed our men all the way into their 80s, we wanted to look back at them at midlife and to see if we could predict who was going to grow into a happy, healthy octogenarian and who wasn't. And when we gathered together everything we knew about them at age 50, it wasn't their middle age cholesterol levels that predicted how they were going to grow old. It was how satisfied they were

in their relationships. The people who were the most satisfied in their relationships at age 50 were

the healthiest at age 80. And good, close relationships seem to buffer us from some of the slings and arrows of getting old. Our most happily partnered men and women reported, in their 80s, that on the days when they had more physical pain, their mood stayed just as happy. But the people who were in unhappy relationships, on the days when they reported more physical pain, it was magnified by more emotional pain. And the third big lesson that we learned about relationships and our health is that good relationships don't just protect our bodies, they protect our brains. It turns out that being in a securely attached relationship to another person in your 80s is protective,

that the people who are in relationships where they really feel they can count on the other person in times of need, those people's memories stay sharper longer. And the people in relationships where they feel they really can't count on the other one, those are the people who experience earlier memory decline. And those good relationships, they don't have to be smooth all the time. Some of our octogenarian couples could bicker with each other day in and day out, but as long as they felt that they could really count on the other when the going got tough, those arguments didn't take a toll on their memories. So this message, that good, close relationships are good for our health and well-being, this is wisdom that's as old as the hills. Why is this so hard to get and so easy to ignore? Well, we're human.

What we'd really like is a quick fix, something we can get that'll make our lives good and keep them that way. Relationships are messy and they're complicated and the hard work of tending to family and friends, it's not sexy or glamorous. It's also lifelong. It never ends. The people in our 75-year study who were the happiest in retirement were the people who had actively worked to replace workmates with new playmates. Just like the millennials in that recent survey, many of our men when they were starting out as young adults really believed that fame and wealth and high achievement were what they needed to go after to have a good life. But over and over, over these 75 years, our study has shown that the people who fared the best were the people who leaned in to relationships, with family, with friends, with community.

So what about you? Let's say you're 25, or you're 40, or you're 60. What might leaning in to relationships even look like? Well, the possibilities are practically endless. It might be something as simple as replacing screen time with people time or livening up a stale relationship by doing something new together, long walks or date nights, or reaching out to that family member who you haven't spoken to in years, because those all-too-common family feuds take a terrible toll on the people who hold the grudges. I'd like to close with a quote from Mark Twain. More than a century ago, he was looking back on his life, and he wrote this: "There isn't time, so brief is life, for bickerings, apologies, heartburnings, callings to account. There is only time for loving, and but an instant,

so to speak, for that." The good life is built with good relationships. Thank you.

Role of AI in improving mental health _ Saira Dua Transcriber: Azizia Salma Reviewer: Manlin Fang
Our next speaker is a dynamic young student from Pathways School, Gurugram who blends creative writing, AI and psychology to address mental health challenges. She is also the founder and host of the Mind Unraveled podcast, where she energetically explores mental health topics. Ms. Saira Dua is an author of two books and a co-author of another two. She has created the world's first emoji based book addressing social anxiety for adolescents. Please join me in welcoming Ms. Saira Dua to the stage. 6 million people helped and a 31% drop in depression, all thanks to artificial intelligence or AI. Impressive isn't it? These were the numbers reported by the official Wysa website. But wait, what is Wysa?

It's not just a blue owl, but it's an AI powered platform that actually talks to you and helps you manage tough times. This is just one example of how AI can make a real difference in our world today, especially when it comes to community service and mental health. The main idea is to understand that AI is a powerful tool for enhancing accessibility to mental health. Firstly, it breaks down complex topics into simpler ones. Secondly, it enhances accessibility for the deaf community by using real time sign language translation. And it offers a sense of anonymity, which makes it easier for our students to look for help due to reduced fear of judgment and stigma. Due to all these components, AI embodies the essence of community service. In this AI driven world, what it means to be human is constantly evolving. Therefore, AI enhances how we absorb,

learn, connect, and support one another. It helps us tackle challenges that make up our shared human experience. But how did I arrive at this combination of mental health and AI? Firstly, I observed a growing prevalence of mental health issues among adolescents due to a shortage of professionals. The Financial Express reported that there were 0.07 psychologists per 100,000 people in India, highlighting a significant gap. However, technology was here to bridge this divide. Therefore, it was identified that AI can analyze emotional cues and enhance diagnostic accuracy. Simultaneously, it can reduce stigma and use inclusive features. Now you're all school students, right? I'm sure at school we're often told about the importance of community service, you know, helping out, volunteering or raising awareness. But have you ever thought, why not let AI help me in this community service project?

Probably not, right? I hadn't either, but then I thought, if AI is becoming so rapidly prevalent in today's world, why not take advantage of it? So to begin with, AI is enhancing accessibility for the impaired hearing community by using real time translation. What is that? Basically, it takes sign language and converts it into written or spoken text. For example, Signly. Signly is a platform that utilizes advanced AI to convert American Sign Language into written or spoken text. This can be

used in teletherapy sessions, which are basically communication sessions. This makes it very easy for a client and a therapist to interact smoothly, because there are no physical interpreters required. This is vital given the global shortage of certified interpreters. Another impressive superpower AI has is that it can enhance

how you understand information. AI can make information easier and more simpler to understand, and it tailors the information perfectly to the audience. Picture this, a chatbot that's like a personal mental health buddy, always there and ready to listen to you. This is Woebot. It's a chatbot that uses natural language processing, which is a component that makes AI sound more human to chat with you in a relatable way. For example, when dealing with stress, Woebot might say, imagine your stress is like a balloon. Let the air out slowly with some deep breaths, turning a complex idea into something relatable. Additionally, it personalizes advice based on what you share. As students, I'm sure we all have exams, right? So when you input that you have exams into the Woebot chatbot,

what they will suggest is a well-balanced schedule for you. It also has mood tracking and self-reflection tools. A Woebot health analysis stated that there was 24% reduction in overall work impairment and burnout due to the usage of this platform. Another point includes that AI has anonymity because it's a private and anonymous space. So this makes it easier for students who are hesitant about in-person therapy. For example, Talkspace. Talkspace transforms how students access mental health care by using AI driven screening tools. Such as, you can answer questions about sleep, mood levels or stress levels. But the real benefit of Talkspace lies in its anonymity because students who feel judged or they feel uncomfortable doing in-person therapy sessions will find it easier to approach talkspace. A survey conducted by Talkspace

stated that 80% of the users found it extremely effective, if not more effective, than traditional therapy. Nonetheless, let's be honest, there are certain tensions too. For example, AI has a risk of spreading misinformation and generating inaccurate advice. This is because without human oversight, it can misinterpret data inputs. But then again, this is only if AI is used in isolation. Understand, the key to leveraging AI effectively is using it as a support tool, complemented by thorough reviews by professionals. For example, Woebot uses mental health professionals to continuously refine and validate their information. This ensures that the information is accurate, empathetic, and remains grounded in clinical standards. Another concern is the risk of oversimplifying information.

AI might take complex mental health challenges and reduce it into simple, basic definitions, which could be harmful for people facing more in-depth and complex challenges. Although valid, it's important to recognise that there are safeguards against this. For example, Wysa uses advanced AI algorithms to make in-depth and context aware conversations. A study by the National Centre for

Biotechnology Information corroborated that Wysa reduces depression by 31%, demonstrating its capability to handle such challenges and provide personalised and effective support. Currently, AI is expanding job opportunities for mental health professionals. How? Have you guys heard of Ellie? No, not your friend or some next door neighbor, but an AI powered therapist that can analyze emotional cues, facial expressions, and voice tones to detect emotions like anxiety

and depression. This was developed by the University of Southern California for soldiers. This helps. This helps the mental health professionals to analyze subtle emotional cues that could indicate emotions, such as post-traumatic stress disorder. Moreover, we need to understand that AI is not replacing therapists. It's expanding their scope. With tools like Ellie on the rise, we can see that there will be a growing demand of mental health professionals to train, develop and supervise tools like Ellie. Overall, next time when you do community service, think about how you can use AI specifically in the field of mental health. A few takeaways we can note that are, firstly, AI is revolutionizing mental health care by improving accessibility for deaf people and for students too, because it's personalizing content for students and using anonymity,

which reduces judgment and stigma. Tools like Wysa, Signly, and Ellie utilize advanced AI algorithms and tailored interactions to make mental health resources more approachable. Together, we can create a future where AI and compassion unite. Let's leverage AI effectively to transform mental health care. Thank you.

Secrets of the 6__ How to Achieve Your Goals in Bu hello everyone I'm so glad to see you here and I have something very important to talk to you about you see I know that a lot of you that are sitting here and a lot of you that are watching from home have something in your life that you really really want to do but you keep dropping the ball something very important for you something related to your health or your Fitness or your mental Wellness or your money or the people you love the relationships that you have a business that you really want to scale a career that you really want to do better at and the ball just keeps dropping we are here to move the needle today so I want to share this with you last year I conducted a research and I surveyed 1,000 people and all of those people had something in their lives that they really wanted to change and it was the beginning of the year and they all said yeah this year I'm going to do this thing I'm going to the gym more off and

I'm saving more money I'm making more money I'm scaling that business I'm going to be so happy so confident I'm improving my relationships yeah so I served those 1,000 people all over the US from January to June and I said let's see what happens to all of these big goals over time and what I found out made my jaw drop because what I found out was that out of the one ,000 people that I surveyed 94% of them dropped whatever they pledge for by February the next month we are here today to figure out the secrets of the six percenters what is it that they did differently they got them

to the happiness to the success to the confidence to the business to the money to the relationships that they wanted to themselves compared to the 94% what is it that they did differently is what I want to share with you today so three secrets of the six percenters that I want to share with you today the first one is that the

Sixers take charge they set their mind to do something different you see our brain your brain takes about 20% of your overall Body Energy just to get by so think about your day today you got up in the morning went on social media read the news answered some emails talked to some people had the same breakfast pretty much had the same lunch pretty much went to the gym or didn't go to the gym treated people the same way that's 20% of your overall Body Energy that the brain takes just to do what you know how to do already every time you ask your brain to do something different new technology new ways of doing things new ways of working out new ways of doing business new way ways of handling your mental Wellness your time your brain hates that the brain says are you kidding me I'm so maxed out on the 20% already so today and every day of your life your brain comes to you with a deal

and your brain says listen you want to be happy you want to succeed you want to feel good you want to live this dream life good for you I want to conserve energy says the brain so here's the deal I'm going to keep you super stuck doing the same things over and over again in business and life without even noticing you're going to be super stuck and miserable but I'll conserve energy are you signing the deal 9 94% of the people in the world don't read the fine print they sign the deal the Sixers set their mind to do something different the second thing that the Sixers do differently is that they use what I call the law of specification and the law of specification means this the more specific you are the more granular you are in the way you set your goals and in the way you follow through the more successful you are so let's take going to the gym as an

example the 94 centers say yeah I'm going to go to the gym so much this year I'm going to be so fit this is it 94 percenters the 6centers say okay okay I'm going to the gym every day between 7:00 a.m. and 8:00 a.m. I am going to do this workout routine I'm going to set my alarm for 30 minutes earlier I'm putting my gym clothes by my bed I'm setting an alarm on every single device that I have and Jim is my accountability buddy and if I can't go out there I'm going to go out there the next day and I'm going to give myself a 30 minute extra workout penalty Boom the six percenters using the law of specification have 100% success rate the more specific you are the more granular you are the more you use the law of specification the more successful you are the third thing the Third Secret of the six percenters is that they use what I call the 0 to 10 rule you you see we live in a world that glorifies being busy everybody's just so busy you ask anybody and they're going to tell you with an

incredible sense of importance oh my gosh I'm so busy I've been running around the whole day I didn't even have lunch as if being busy equals being important or successful there's something very different that the Sixers do here you see in the spin of your day you have a lot of things to do too much too many things to do you can't do it all the mindset of trying to do it all leads to burnout so you have things to do throughout your day that are of lesser importance things that are zero or one or two you can delegate them someone else can do them they can wait for another day but you have things on your agenda for the day that are a 10 those are your most important things to do those are your goals the tasks that will push you towards the future that you want the success that you want the 94ers run around run around doing a lot of ones and twos and threes and zeros they don't even get to their tents the

Sixers do their tents first they get very clear on what their tents are for the day and you know what they may do just the tense do not mistake doing doing doing running running running for progress It's using the 0 to 10 rule focusing on the tens each and every day that pushes you forward and let me tell you this people get very intimidated by making changes in their lives the year starts and people say oh I made a list of things I'm going to make all these changes this year and the brain gets overwhelmed do not underestimate how much effort it is for the brain to do something different but let me tell you something it's not complicated you pick one thing that is a 10 for you you use the law of specification and you get really specific and granular and you repeat repeat repeat the same thing focusing on one thing for

30 days it takes the brain 30 days to start a new neural pathway a new beaten path in your brain that automates that behavior so don't start five things at once six things at once three things at once pick one thing start Simple Start small and it works then you'll say wow wow this is so cool this actually works let me pick another thing and you repeat it for 30 days and it works now you change two things now think about it this way in the spin of a year instead of getting excited about a lot of things and then dropping them all very quickly because it's so overwhelming to the brain you pick one thing every 30 days now let's say in the span of a year you dropped two things because life life happens you're not perfect fine you dropped two things you were still able to change 10 things in the span of a year healthy wonderful habits that build you now think about year two now think about year three one at a time you automate them

it's not overwhelming it's not complicated becoming a sixer is simple and lifechanging if you know how and I'm going to tell you one more thing about the 0 to 1 rule when you focus on what matters the most instead of trying to do it all running around running around you prevent burnout so many people are burned out just because they try to do it all don't try to do it all focus on what matters the most get really specific and granular and make it happen one habit at the time I believe in your ability to become a sixer to change your life in amazing ways get to everything that you want get

specific get granular use the 0 to1 rule take charge and welcome to the 6% Club

Seeing Muhammad - and each other - whole_ Lesley H Transcriber: Almokhtar Bukhamsin
Reviewer: Jenny Lam-Chowdhury When you're deeply focused on your work, you forget how it looks to others. Unless, like me, you're an agnostic Jew, what you're deeply focused on is Islam, and you've just finished writing a biography of Muhammad. And your audience might be just a little bit nervous. This photo was taken this past summer at the Shaikh Zayed Grand Mosque in Abu Dhabi, and yes, that's me in the middle. I never imagined myself in an abaya, but it was required for entrance, so I reminded myself that clothes do not make the woman,

and took a deep breath. There was no bolt from the blue, in fact, it felt almost elegant and since the mosque is very beautiful, I posted the photo online, only to find that some of the reactions were kind of puzzling. There were Muslims, saying, basically, Yay! You've become a Muslim! And then, there were Jews saying, basically, Uyy, you've become a Muslim.

This seemed a rather large conclusion to draw from a snapshot. So, the photo evidently invites interpretation and the question is, why? What were the underlying assumptions here? If I were to put this on right now, for instance Is this an act of honor?

Or is it one of disrespect? Is it a gesture of sympathy? Or is it merely presumptuous? Or does it make no difference what I say at this moment because all you can focus on is the fact that I'm wearing an Islamic head scarf. In which case, why is it so distracting? How this is seen, has little to do with me. It's a function of your preconceptions and expectations, and of the agenda that you then attribute to me. And that's a loaded word: Agenda. It implies ulterior motives. In which case... let's look at my motives. To the question of how come I decided to write about Muhammad, my immediate answer is:

"How not?" We're talking about one of the most influential figures of all time! A man who radically changed his world, and is still changing ours, so how can so many of us know so little about him? How come just the idea of writing about him seems to be fraught with tension? Welcome to my territory... The vast and volatile arena, in which politics and religion intersect. Consider the renewed atmosphere of distrust and bitterness this past summer, for instance, when an obnoxious little Youtube video caricaturing Muhammad sparked protests leading to dozens of deaths. There were any number of agendas involved here, none of them good.

That of the small minded bigots who made the video in the first place. Small minded bigots being a redundant phrase, if ever there was one...

Of the Saudi-financed TV station in Cairo that picked it up and made a big show of it, thus ensuring that while maybe 30 people had seen it before, now millions would! Of the once reputable news magazine, trying to revive its fading leadership, by implying that all Muslims worldwide were rioting in the streets, as apposed to a few hundred extremists and often just a few dozen. It's amazing what you can do by cropping a photograph.

There is the leader of Hezbollah, under attack for his support of the Syrian regime's brutal war against his own citizens, trying to redeem himself as a defender of Islam. And the Pakistan Minister of Railroads, trying to hide his corruption and ineptitude, by offering a hundred thousand dollar bounty. And the usual American Islamo-phobes, putting up crude "us and them" posters in the New York and DC subways. So many people jumping on the bandwagon. But where was Muhammad himself in all this? Where was the man who listened to the Quran telling him and by extension all Muslims, to pay no attention to taunts and mockery. Ignore them, it keeps saying,

let them be, turn your face away, or in the words of Jesus: "Turn the other cheek." While Muhammad has certainly been distorted by his detractors, he sometimes seems to be equally distorted by the loudest of his self-proclaimed defenders. Which makes it all the more urgent that we know who he really was. Yet the millions, if not billions of words that have been written about him often seem to obscure as much as they reveal. The more of them I plowed through, the more it felt as though he were being weighed down, by the sheer accumulated mass of them. What I wanted was a real feel

for the man himself. I wanted the vitality and complexity of a full life lived. I wanted, in short, to see Muhammad whole. And this meant steering clear of a virtual minefield of agendas. Including piety and sentiment, and stereotype and judgmentalism. So even as the hundreds of research volumes piled up on my floor, my most valuable research tool may have been this one word reminder, pinned beside my desk: Think! Take the pivotal moment of Islam, for instance, which is what happened to Muhammad one night in the year 610, on a mountain just outside Mecca. He'd gone up there, it seems,

in the hope of, perhaps, a quiet moment of insight. The last thing he expected was the blinding weight of revelation. So, what struck me in the earliest account we have of that night, was not even so much what happened, as what did not happen. Muhammad did not come floating off the mountain, as though walking on air. He did not run down, shouting: "Hallelujah!" and "Bless the Lord!" He did not radiate light and joy. There were no choirs of angels, no music of the spheres, no elation, no ecstasy, no golden aura surrounding him! Not even the whole of the Quran fully revealed, but only five brief verses. In short, he did none of the things

that might make it easy to cry foul, to put down the whole account as an invention, a cover for some things mundane as personal ambition. Quite the opposite. In his own reported words, he was convinced at first that what had happened, couldn't have been real. At best he'd thought that it had to be a hallucination, his own mind working against him. At worst, possession, and he'd been seized by an evil jinn, a spirit out to deceive him, even crush the life out of him. In fact, his first instinct was to leap off the highest cliff, and escape the terror of what he'd experienced, by putting an end to all experience. Whether you believe the words he heard that night

came from inside himself or from outside, it seems absolutely clear that Muhammad did experience. And that he did so with a force that would transform his sense of himself and his world. So that initial panicked dis-orientation, that sundering of everything familiar, that feeling of being overwhelmed by a force larger than anything the mind can comprehend, strikes me as utterly real! It's the only response that makes sense, it's the only sane response, the only human one. And this is what allowed me to begin to see Muhammad, not as a symbol, and not even as a subject, but as a man, a complex human being.

And to follow the extraordinary arc of his life, from neglected orphan to acclaimed leader. From a marginalized outsider to the ultimate insider. From powerlessness to power. One thing I knew from the beginning, however, if I was to do justice to this remarkable story, if I was to bring it alive on the page, it had to be written in good faith. Now, I do realize there may be a certain irony, in an agnostic standing here talking about good faith, but there's been so much bad faith in every sense of the term, and we have to get beyond it. All of us. Whether we're secular or religious, theist or atheist

or, anywhere in between, we are all impacted by the words and actions of extremists. What happens in one tiny corner of the world, now reverberates globally. But whether we live in Tehran or in Tel Aviv, in New York or in New Delhi, we do have a choice. We can refuse. Refuse, that is, to allow ourselves to be lead by anger and suspicion. Refuse to allow ourselves to be manipulated by extremists of all stripes. Refuse their narrow vision, their comic-book distortions, their miserably small minds. We have to reclaim the narrative. The full narrative. Beyond stereotypes, beyond snap judgements, beyond head scarves.

Just as we need to see Muhammad whole, so we need to start seeing each other whole. In good faith. Thank you.

Thank you.

Self-Transformation Through Mindfulness _ Dr_ Davi Transcriber: Eunice Tan Reviewer: Tanya

Cushman Thank you. We are all born with a brain that has 86 billion neurons. And throughout our life, we make relatively few new neurons. In fact, we lose about 2 billion neurons throughout the course of our lifetime. So you may wonder - if we're losing billions of neurons and we're not making a lot of new neurons, what's changing in the brain to support all those mental habits and behaviors that make up our self-identity? Well, the answer is "activity-dependent plasticity." This is the function by which the brain is continually modified through the 150 trillion cell-to-cell synaptic connections that are made in response to your everyday experiences. One main point that I hope

you take home today is that not only are they contributing to your self-identity, but they are continually changing your brain and they are strongly influencing your health and longevity. I hope to also demonstrate that a systematic form of mental training involving meditation can potentially transform your self and your mental habits in a positive way. In 2002, I was a graduate student in cognitive neurosciences - that was me. I was studying the brains of rats to better understand the neural circuitry of learning and memory. And activity-dependent plasticity was a really important concept for studying memory, but I was interested in how that concept could be applied towards a neuroscientific understanding of the self through the lens of meditation and mindful awareness.

Now, mindful awareness can be simply thought of as a way of paying attention in a way that is continually watchful and discerning for what is arising and passing in our minds and in the external world. Now, when I was in graduate school, there was barely any science of mindfulness. In fact, before the year 2000, there was the grand total of 39 peer-reviewed scientific articles on the topic. So for good reason, maybe, my mentor sat me down one day and said, "Dave, you will not be successful in academia by focusing on meditation. Forget about all that Zen stuff." And I walked out of his office feeling rather disappointed, discouraged. But it did not deter me from this calling. Fast-forward 10 years - I was a faculty member at Harvard Medical School, studying meditation in a neuroimaging laboratory.

And about that time, I was invited to present my research directly to the Dalai Lama, along with five other emerging leaders in the field from around the world.

Thank you. That is very kind. Yes, this was really an amazing opportunity. And the advice he gave the six of us is something I will never forget for my lifetime. He said, pointing his finger at each one of us, "You each have the great responsibility for helping to build a happy, peaceful world. Millions of people want a happy, peaceful world but are lacking the knowledge of how to do so. Through carrying your experiment month by month, year by year, you will gain evidence to convince others. I will watch you, whether you are really - whether you are really helping to build

a happy, peaceful world or not." He then jokingly threatened, hopefully,

that he would be watching from beyond the grave and that even if he were in hell, he would come back as a demon and hunt us down to make sure we were doing this work.

No joke. Well, hopefully. Now, when the Dalai Lama points his finger at you and threatens you in that way - or challenges you, really - you can't really say no. So aside from providing a sense of purpose and meaning for me, that experience really provided a pretty solid research career plan for the next 30 years. So fast-forward to 2016. I was provided the opportunity to come here to Nashville, to Vanderbilt University, to direct research at

the Osher Center for Integrative Medicine. So my interest in the self through the lens of meditation comes back full circle to today, where I have the resources and the support to do the science I originally intended to do back in graduate school. I'm currently leading a team of scientists to continue mapping the meditative brain - or meditative mind - and to better understand what a flourishing mind, brain, and body looks like from the neurobiological, the psychological, and social levels. So as we contemplate the self together today, I want you - well, I invite you to think about how all of your life experiences, even the guy all the way up there, have led to who you've become today and to explore how all of your thoughts and emotions that you're having right now, today, may lead to who you become tomorrow. The Dhammapada, one of the greatest

known collections of the Buddha, describes "Our life is shaped by our mind, for we become what we think." The basic idea here is from birth to the present day, our self, our experience of being someone, our wants, our fears, our desires, our hopes, our values, our expectations, our whole self-identity is continually constructed by a string of moment-to-moment processes of selfing.

And these moments can be further broken down into processes of perception, sensory awareness, and evaluation - all of which happen on a timescale of half a second, 500 milliseconds. And through neurophysiological research, it's been found that the brain stem and the subcortical regions are helping to filter out information that is irrelevant to you and to prepare your mind for action. Now, this part of our mental experience is all happening

without conscious awareness. In the second half of each moment, our primary sensory cortices, located throughout the outer surface of our brain, is integrating information coming from perception and awareness and preparing inferences and predictions to inform our behavior. And only by the end of each moment - around 300 to 500 milliseconds - does awareness arise, and then we begin to evaluate what it is we're experiencing. And that evaluation takes place in aspects of our prefrontal cortex. So this string of moments is sustaining our mental habits and dispositions that are self-conditioning and self-perpetuating through repetition. It's continually informing our present state

of awareness and coloring our memories for the past and making predictions for the future. And this basic idea here really supports the idea that this little guy here has had

about three billion moments in 42 years to become the guy who's standing before you today. And somewhere along this string of moments, I developed a bad habit - maybe you can relate. When I was eight years old, my mother gave me a punching bag to deal with my anger and frustration. Thank you, Mom. This was effective on the short term. I would go down in my basement and hit that bag every time I got angry or frustrated. Then, eventually, as you can imagine, that punching bag broke and got thrown out with the trash. But the conditioning did not go away. I never hit any people, but I continued to hit walls and doors and windows. I even have a scar on my hand to go with it. A little over a decade later, when I was 20 years old - my sophomore year of college -

I had the opportunity to go on a meditation retreat - a 10-day silent meditation retreat. First time. Not because of my anger but more so for my curiosity about Buddhism and my interest in studying the mind. This was a profound experience for me on multiple levels. For one, it provided a signpost in my life, leading me to the path that I'm on today. It also provided a mindfulness-based skill of meta-awareness of my mental habits. Now, meta-awareness refers to an awareness of where our attention is and where it's going at any moment. And when we practice using a mindfulness-based approach, it acts as a wedge to open up our minds and provide insight into the mental habits that are arising again and again. And for my anger, it provided awareness to all the triggers and impulses and feelings and thoughts that are associated with my anger. Now, the state of mindfulness

is often described as that wedge of meta-awareness, and if inserted deeply enough into our minds, as described by Buddhist scholar Andy Lenski, it will open our minds up to wisdom. And wisdom is subtly different from awareness in the sense that it can be described as the direct experience with our mental habits. For my anger, it was the sensory awareness in my body: it was the tightness, the clenched fists, the impulse or readiness to act. That was my anger. The idea here is that when we practice mindfulness, the awareness and the wisdom work together, helping to reduce the time spent in judgment and evaluation, to be situated in the present moment with our sensory awareness, and to allow the emotions like anger to arise and pass

without the impulse to act. Now, aside from anger, there are other thoughts and emotions that can have negative impacts on our health and well-being. Anxiety, fear, worry, and sadness all have the tendency to be destructive mental habits and dispositions, but only when they are happening with great frequency, when they put the people around you, including yourself, at risk for injury, or they interfere with your social functioning. It turns out that these three dispositions, specifically, have the most extensive scientific data to support their role as risk factors for the onset of clinical levels of depression, anxiety, cardiovascular disease, and have even been shown to increase the rate of

cellular aging at the level of your DNA. One study by the Centers for Disease Control found that an angry disposition

increases your chances - your risk - of dying prematurely of a heart attack by two and a half times. And there's a whole number of studies showing that these three dispositions and the associated chronic stress can have negative effects on your immune system functioning, on sensitization of pain pathways, and atrophy - shrinking of the brain regions responsible for regulating these negative emotions. So it becomes this really bad cycle because if you don't have the ability to regulate the emotions, well, it's going to be much harder to regulate them in the future. So one of my studies that I wanted to share with you today introduced mindfulness training to a group of women diagnosed with fibromyalgia. Fibromyalgia is a chronic pain disorder associated with widespread muscular tenderness and chronic fatigue as well as a host of other clinical symptoms.

We found that these patients had a high level of anxiety and fear associated with their pain. And when we gave them mindfulness training, we found that there was dramatic improvement in all their clinical symptoms. So that was good. But we were interested in what the mechanism was that may be contributing to this clinical improvement. So we gave these patients a behavioral task that assessed how they paid attention to pain-related words at the nonconscious perceptual level and the more conscious evaluative level of processing. We could do this by varying the duration of time that we showed them the words. When we showed them the words for 100 milliseconds, they did not have a lot of time to process the words consciously,

but we could observe whether or not they looked towards or away from the words. At 500 milliseconds, they did have time to process the words consciously, and we could observe whether they got stuck thinking and ruminating upon the words. So we found two major differences between the groups that got exposed to mindfulness training and those who did not. Those who were untrained avoided those pain-related words at the nonconscious perceptual level. And those who were trained in mindfulness looked towards the words, suggesting that they had less fear and avoidance and more approach-related behavior towards their pain. This is the stage of processing that they didn't have any awareness that they were doing this. The untrained group also had a tendency to ruminate or get stuck at the later stages of processing,

whereas those trained in mindfulness were able to see the word, let it go, and complete the task more readily. So these results demonstrate that mindfulness training has the ability to improve our mental habits of attention at both the conscious and nonconscious levels. When we do neuroimaging, we take a modern neuroimaging and a first-person, introspective methods approach in our lab and in others, and we can call this "a neurophenomenological approach" to mapping the meditative mind. And this identifies the brain networks and systems of functioning that are

supporting mindfulness-based practices. Now, I said before that there weren't many studies on mindfulness before the year 2000. Well, since 2000, there have been close to 4,000 studies on the topic. And of those 4,000 studies, 21 have looked at changes

in brain structure and 80 have looked at brain function in a cross-section of novices who have been trained for the short term and expert meditators. And although there have been some reported differences between styles of meditation practice and between novices and experts, I want to bring to your attention the most common and most consistent findings that are found across all the studies in four brain regions - to make it easy - that are changing in brain structure and function. The frontopolar cortex is the most anterior part of our brain, right behind your foreheads. It is also thought to be the most highly evolved part of the human brain and responsible for supporting meta-awareness. And in conjunction with the dorsal anterior cingulate cortex and the anterior insula,

these three regions work together in a complex attentional network, referred to as the "frontoparietal control network," to allow yourself to be continuously aware of your body sensations and to flexibly switch between internal mental processing and thinking in the outside world. Okay? And so one really interesting finding here is that we find in our lab that the more one meditates, the more activity one gets in this network of brain regions. And other labs have found that the more one meditates, the more protected these regions are from the normal age-related atrophy that we all get. Unfortunately, all our brains are shrinking in size after age 20. Sorry. But if you meditate, you protect them. And one other region that you see decreases in activation is the posterior cingulate cortex, or PCC.

That's a major node in a larger functional network associated with self-reflection and rumination. So meeting the challenge set forth by the Dalai Lama, the science is beginning to emerge to support a role for mindfulness and meditation in improving meta-awareness and decreasing an emphasis on ruminative types of processing, especially in the context of high cognitive demand, and also to transform the brain and our mental habits. So we've learned that every thought and emotion is leading to transforming our brain, literally re-sculpting our brain, at every moment. And although we do not have any control of what has happened in the past, we have the power in this moment and going forward to choose how you pay attention to your thoughts and emotions.

Every moment then becomes an opportunity for you to change the way we perceive the world and ease the burden by which there is potential for destructive emotions like anxiety, anger, and sadness. So I leave you with the question: "What will you fill your mind with?" Thank you.

Sh_t happens_ 8 lessons in resilience _ Dr Fiona S I'm speaking today as somebody who knows something about psychology supposedly I do hope I know something about psychology after 25

years of working as a clinical psychologist and for 18 of those years working teaching psychology at a university I also hope I know something a little bit about psychology to share with you from my life experience and for the purposes of today The Narrative of my life is something like somebody who's experienced a severe amount of premature deaths from the age of eight to the present moment sounds like a mastermind topic hello I'm Mike Solomon I'm a husband and a father a son and a brother and a friend I work as a consultant clinical psychologist and an organizational consultant I'm a nonsmoker for the last three years since I was 48 I've been living with a

diagnosis of advanced stage 4 lung cancer part of my work involves training people in the area of resilience I for individuals families organizations and communities so for the past three years since my diagnosis I've been trying to practice what I preach I've also brought along my little friend a Weeble I'll explain why a little later so let me tell you a little bit about us Mike and Hillary who he married in the end myself and Johnny who I also married in the end and another couple Elliot and Jane who married in the end as well we were all in a band together Mocking Bird it was called it was absolutely rubbish the only good thing about it was Mike on drums over the next 25 years or so Mike and I hardly ever saw each other except at the old Jud do you know bombit for weddings and so on but fast forward to about 2 years ago

January 2017 a chance meeting on the stairs of the Tavistock Clinic where mik works I was coming out my first family therapy session but this time I wasn't the therapist I was the patient I needed help to deal with the suicide of my husband Johnny Johnny remember the guy from the band who I married in the end Johnny the amazing father of three sons charismatic best friend to everyone prolific author inspiring teacher Johnny suffered from Clinical anxiety and depression and he killed himself in the end but this isn't the end it's just a very difficult challenging transformation so after every family therapy session for one the boys never did come and that's material for another Ted Talk I'd go down the corridor and I'd find Mike in his office and we'd sit and we chat about life and death and cancer and psychology and wee balls and what we'd have for dinner that night you know the

big things that really matter and he inspired me and he continues to do so and I cherish this sort of new old friendship so together Mike and I have come up with this Manifesto It's not a Manifesto It's a Manifesto for managing after happens there's eight points I hope we can learn something we as human beings are social and we know know that social support is extremely important for many areas of physical and mental health as the Elizabethan poet John Dunn said no man is an island this involves reciprocal relationships giving and taking as clinical psychologists we're both used to working with our clients helping them to think about issues they would like to change change and supporting them to do so more recently we've come to appreciate the value and importance of accepting offers of help from other people for us and even asking for help directly when we need

to there's a saying that it takes a village to raise a child we've come to realize that the importance of the village extends Way Beyond childhood no one person can meet every need so the more varied the social support Community or Village the better mentalizing mentalizing is sometimes described as thinking about thinking it's the capacity to understand the mental states of ourselves and of others intentions thoughts feelings Desires in ourselves and others sometimes it can happen automatically and at other times it requires a lot of hard work and effort mentalizing is impaired and slowed by intense emotion like after trauma traumas can create Minds that dare not reflect Minds that don't know how to reflect traumas can create Minds that believe that to reflect is to be overwhelmed and out of control immediately after Johnny died I

couldn't reflect anything other than getting on my pink slippers and walking down the stairs thankfully over time and with these lessons that's improved a bit but as humans Mike and I we know that at times of deep stress we prefer not to think and feel but as psychologists we also know that unmentalized experience unprocessed emotion usually manifest in symptoms behavioral Psychological and physical symptoms we need to mentalize we need to think about thinking with ourselves with our children with our students and with each other mentalizing happens moment to moment we're trying and learning how to live in the moment be with the now it's not easy learning is an ongoing process and we try not to beat ourselves up when we can't manage it it's a difficult challenge to change a lifetime pattern of thinking but it is possible it involves taking things one

step at a time however short that step needs to be now I happen to be good at worrying thinking about what may happen at some point in the future several steps ahead then not now but it is possible to change that way of thinking it involves training our attention we can think of our attention as a muscle that needs training if I want to get physically strong I go to the gym not just once but repeatedly again and again so it is with our attention muscle the more we can train our muscle to focus on the thoughts we choose the more we can control our thoughts but this needs practice practice in refocusing our attention the more I can choose where to focus my attention the more I can control my thoughts and the more able I am to say I have thoughts rather than thoughts have me this is a key part of building

resilience staring at the sun okay we're not actually suggesting you do this well we couldn't do it in here anyway health and safety and all that but in his book called staring at the sun the American psychiatrist Irving yalom explored how the knowledge of our own mortality affects every aspect of our unconscious mind as human beings so for example everyone here in this room knows that the sheer certainty in life is death but when it happens even at the rip old age of 90 we can't believe it we're still shocked and surprised yalom proposes that it's this sort of deep fear unconscious fear of death that lies at the root of his patient anx anxieties and depressions if we are to live whole full lives

we need to be brave and stare at the Sun and in this tiny breath of space between birth and death we can learn to save her every moment as if it were our last we can learn to breathe and pause and slow down

and look up and save everything that we have especially here in happy Hamstead living in the moment being is means being with the now and the now can be happy and wonderful and joyful and the now can be disturbing challenging and upsetting the now really can sometimes be remember my friend the Weeble in the days before the internet children had to get their fun where they could this is simply a plastic figure with a weighted hemisphere base let's have a look at the Weeble in action the advertising slogan at the time was Weebles wobble but they don't fall down this seems to me to be a really good way of describing resilience we all wobble life is never smooth or perfect but the key question is what happens next how can we bounce back like the Weeble I've also come to learn that wobbling is not just something to be accepted and tolerated but is actually

essential for those times where we can't function at our best and nor should we expect ourselves to for at those times we need to go easy on ourselves and be compassionate towards ourselves at those times we need to sit with and stay with what's difficult and dark and scary being with what's difficult and scary also involves naming it the more we can name what it is that is so difficult or so frightening the less power these things will have over us if you know Harry Potter think of the Menace of he who must not be named who loses much of his perceived power when Harry simply calls him straightforwardly by his name Voldemort if we don't name things that are difficult and scary if we don't name our own Voldemort then we run the risk of creating what the psychoanalyst Wilfred beon called a nameless dread the more we can name things articulate things acknowledge them be with them the

more we can reduce this dread okay there we even mentioned the LW in a sort of scientific talk like this well I'm going to try so you better stay with me so the psychologist Harry Harlow did a load of monkey experiments back in the 1950s I'm sure some of you know of them he found that infant monkeys prefer pretend cloth monkey mothers to metal monkey mothers who actually have a bottle of milk so they prefer to go and have a quick Swig of the milk and spend all day cuddling and hanging out with their cloth monkey mothers he called this contact Comfort and he was one of the first to emphasize its importance in healthy growth and development today thanks to good technology the psychoanalyst Susan Garhart uses brain neuroimaging to prove that baby's brains are actually physically shaped by love and affection and don't worry for those of us who are now out of nappies thanks to brain

neuroplasticity further Studies have shown that good attachments in older life love attention even talking therapy can actually influence the neural Pathways of of our brains in short love is proven to

soothe and calm and if you really haven't got anyone to hug you can take a leaf out of our book and try tree hugging see what I did Thief Tre it's a joke shinrin Yoku the Japanese way of forest bathing is also well known to have massive health and psychological benefits so next time you're wandering up on the heath give it a try there really are some tree Bathing Beauties to be embraced out there trust me this may not have been the most perfect Ted talk but we happen to think Perfection may be overrated the pediatrician and psycho analyst Donald winot very helpfully described the idea of being good enough as a parent and generalizing from that in many areas of

life we happen to think that rather than being perfect it may be more important to be honest and open and authentic and we've hoped we've managed to do that in our talk and that our talk has been good enough okay so the great Meier Angelou said you may not control all the events that happen to you but you can decide not to be reduced by them we hope these lessons show how thank you

Simple Steps for Strengthening Your Brain_s Circui thank you unfortunately I don't do stand-up comedy anymore don't worry I'm still funny so in a research lab in Wisconsin a woman sits in the waiting room filling out paperwork as one of the scientists attaches electrodes to her ankle they stick her inside an MRI machine to make a movie of her brain activity as they administer a series of electric shocks don't worry she volunteered for this they they give her a small screen that alerts her from time to time that she's about to get shocked and as she sits there in a state of apprehension and anxiety a predictable set of brain regions lights up one's contributing to worrying and detecting danger they repeat the experiment scanning her again but this time they bring her husband in to hold her hand she still gets the same warnings and the same shocks but her brain response has changed and the activity in the worrying and danger circuits has calmed down in

Japan a young man pedals on a stationary bike as scientists use infrared light sensors to monitor subtle blood flow changes in his brain by the way scientists love using stationary bikes because it's so much easier to record from someone's brain when you don't have to chase after them but they find that just 15 minutes of exercise is sufficient to increase activity and prefrontal circuits responsible for emotional control and elevate levels of the neurotransmitter serotonin and finally in a hospital in Pittsburgh doctors noticed that patients recovering from spinal surgery don't seem to do as well on one side of the hospital compared to the other and it appears to have something to do with the fact that the rooms on that side of the hallway star straight at another building while the rooms on the other side are bright and sunny with scenic views of downtown Pittsburgh the you can laugh it's okay sorry Pittsburgh the the doctors find that patients move to the sunny rooms

suddenly have a higher tolerance for pain and need less medication the sunlight helping the brain to produce its own form of morphine these stories hint at our new understanding of the neuroscience of

resilience and illustrate how the brain is malleable and can be reshaped my idea worth spreading is this that by making small changes in your actions interactions thoughts and surroundings you can actually change the activity and chemistry of key brain circuits that contribute to mood motivation and resilience the brain exists in a body and wants to move it it exists in a community and wants to connect to it it exists in the world and wants to be engaged by it the topic of resilience has been really important to me both as a neuroscientist studying depression and on a personal level resilience is finding the strength to go on even when the world threatens to overwhelm you whether the barriers they face are external or internal it's it's resisting the impulse to give up a spark of

motivation that unfortunately in depression gets stripped away I've studied numerous forms of modulating the brain activity to restore that spark and it's tempting in our age of rapidly advancing technology to think that the only solutions lie in high-tech interventions developed in a lab medications like selective serotonin reuptake inhibitors or devices like transcranial magnetic stimulation it's easy to see how those modulate brain activity I mean they even sound really sciency but things like holding someone's hands getting some Sun and yet recent research has uncovered the fact that these types of positive life changes lead to positive brain changes in its electrical activity cellé composition even its ability to form new neurons targeting the same systems as these high-tech interventions and these positive brain changes make further positive life changes more accessible and importantly this is happening whether you're aware of it or not so you might as well become aware of

all the ways that you are influencing your brain I remember back in college during my senior year there was a time when everything began to feel really overwhelming every little decision worried me I felt a lot of anxiety about the future not knowing what I was going to do with my life making matters worse I got a tooth infection so bad that it would wake me up in the middle of the night and I had to get a root canal and then my girlfriend dumped me and even though I knew there were so many opportunities around me the road ahead just seemed so difficult and with many years of neuroscience now behind me I've come to understand how all these various factors were pushing my brain into a downward spiral sapping my resilience uncertainty and aimless action physical pain loss of a close relationship all have myriad negative effects on the neural circuits of emotion and attention and motivation in particular loss of a close relationship meant loss of a steady source of the neurotransmitter oxytocin which helps calm the brain

stress response fortunately there were many ways I was inadvertently preventing my brain from sinking down deeper primarily I was playing on a competitive Ultimate Frisbee team not a joke and and I wasn't aware of it at the time but all of the the high-fives and hugs and handshakes and hanging out we're replenishing my oxytocin system all the the running and jumping strengthened my dopamine circuits of motivation and just getting outside helps synchronize my circadian rhythms to

my sleep cycle I didn't have an intentionality about it but I just stumbled luckily into all these various ways that were that we're benefitting me and now I advocate for them there is no one big solution to strengthening resilience but there are dozens of small solutions all around you beyond the ones I've already mentioned there's gratitude and sleep hygiene mindfulness and deep breathing and many more each doing their part so when the road ahead feels just too difficult and you don't know how you can go on it's okay you don't need to solve all of your

problems all at once you just need to take one small step to strengthen your brain and it'll make the next step easier and the next whether that's relying on someone close to help calm your brain's emotional circuitry or moving your body to get a boost of serotonin the opportunity is there to create a new path forward thank you you

Six behaviors to increase your confidence _ Emily Transcriber: Glenn Lapaix Reviewer: Vivian Lim
When I was in high school, my mom asked me to order a pizza for the family on a Friday night. I looked up the number in the phone book and promptly handed the phone to my older brother to place the call. I was too shy to talk to a stranger. Fast-forward to college at the University of Illinois, my first time away from my small town. I spent the first several weeks crying in my dorm room, too homesick to partake in early freshman partying. The one frat party I did attend was so disappointing; I wanted to trade in my books, abandon my major and head back home to my small town. The confident behaviors I needed to pursue this dream were not yet available.

And when I looked around at the confident students walking around me on campus, heads held high, pursuing a dream that they had set out to achieve, I wanted that kind of confidence too. But my behaviors did not align with these confident attitudes. Crying in my dorm room, shying away from social engagement, not showing up for class because I was worried others were smarter than me - these were not going to lead me to achieve my goal. So all I knew was that I needed to change. Research tells us that in order to get people to change, you need to not start with the attitudes, but with the behaviors associated with those attitudes. When people can see themselves behaving differently, they then begin to act differently. So the questions for me were, Who am I? Who do I want to become?

and How does this person I want to become behave? The answers were that I wanted a successful career, one that meant something, allowed me to contribute. And for me, that was defined as a career as a sports executive. In order to achieve this goal, I needed to begin to act more confidently. And I did. Because 13 years later, I became the first female general manager of a Triple-A baseball team in nearly 20 years.

Thank you.

I also went on to host the Leadership is Female podcast, where I've interviewed over 90 female executives in sports, an industry that's over 80% male at management level and above. And time after time, these women have told me that the number one skill they've improved

in order to earn their spot at the top of the sports industry is confidence. They, like me, did not possess this confidence necessary to increase their level in their career from the get-go. They had to work on the behaviors associated with this attitude in order to propel their career forward. So I'm here today to share with you six behaviors you can start today to increase your confidence. Why is it important to increase our confidence? Well, think of this: How would you behave or what could you achieve if you were 10 times more confident? Number one, count yourself in. I spoke with a woman about her first time doing sideline reporting at a nationally televised basketball game. She was shaking in her heels, standing courtside, nerves overtaking her until she heard something familiar in her headset.

Well be on in five, and three, two, one, you're live. And she performed with excellence. The nerves melted away. She's an athlete, a former basketball player used to performing on the court by the clock. And the tactic remained true. Counting will get you started, and momentum will keep you going. I have used this technique. I've had more uncomfortable conversations than I care to recall, but one I'll share with you today. I vividly remember standing on the warning track of the baseball field 45 minutes before game time, looking at the opposing manager and his team wearing the wrong color uniform. I wanted to turn and run back up to my office and hide. But instead, I faced him head-on, and I said in my mind, Three, two, one, go. And I started walking towards him. And when I arrived, we had

a very uncomfortable conversation about his team wearing the wrong color uniform. Yes, I had to ask these grown men to change their clothes. It was so awkward. But when I asked myself, Who am I? And how do I behave? The answer was that I'm a person who's not too shy to stand up for what I believe, what is right and stand up to conflict. Counting got me started, and momentum kept me going. Number two, what if you only had to be brave for a total of 20 seconds? Give yourself 20 seconds of courage. This behavior helped me enormously when I published my podcast Leadership is Female, bold title and all, for all the world to see, hear, critique and have their opinions. I vividly remember sitting on the carpet of my closet floor, holding my computer, looking at the Upload button,

thinking to myself, Does it need any more edits? Should I listen to it one more time? And I told myself, Emily, give yourself 20 seconds of courage. And I hit Publish, and it was done. And guess what? I kept breathing, and the world kept turning. And the podcast grew into what it was meant to

be. All because of 20 seconds of courage. Number three, take a seat at the table. Not metaphorically speaking; actually, take a seat at the table. I spoke with a woman who represents some of the biggest names in baseball, and she told me a story about taking a seat at the table. She noticed women waiting around the edges of the room, waiting for the seats to be filled. And worse yet, she was doing it too. In order to become the more confident woman that she envisioned herself to be, she needed to go in, sit down, speak her mind and get the deal done.

That started with one simple action: Taking a seat at the table. Number four, cheer for other peoples success. They say that women will pull up the ladder behind them. What if you didnt? What if you extended a hand back to lead her forward? What if you celebrated the success of a colleague rather than feeling sorry for yourself that it was not you accepting the accolades? Confident people celebrate the success of others rather than feeling threatened. Think of this great quote from Amy Poehler: Good for her, not for me. It turns that pit in your stomach of Oh, she did that? And Im still here. into Yes! Good for her! Not for me. This is her celebration, not mine. And when my time comes, isnt it going to be great to have the support of so many people around me?

Wins are so much better celebrated together. Join in; cheer someone else on. Heres number four in action: Recently, a woman was promoted to chief marketing officer of a major sports league. The offer to interview and ultimately land the job came after her public celebration and sincere congratulatory outreach to the newly named female league president. Confident people support those around them. Cheer for someone elses success. Number five, bolster your confidence for a new activity through your already great performance in another. What are you really good at? What is easier today than it was one year ago? What is your most proud accomplishment? Answer those questions. Think about those answers. Those answers are

where your confidence is born. Confidence is born in all weve already done and already achieved. Recently, a woman I interviewed on the Leadership is Female podcast was going after a big, big promotion at a top team. Before she went in to pitch to her boss, she reviewed her current job description, made notes of her accolades in all areas mentioned, and then was prepared with examples and the confidence of the success she had in the past. She got the promotion. Use your prior success to propel yourself forward. And number six, celebrate constantly. How often do we reach our goals and then just immediately move on? When we do this, the recollection of that success is diminished. How can we confidently move forward if we cant remember what we achieved, or worse yet, link that accomplishment to stress?

Find ways to celebrate that are meaningful to you, like creating a highlight reel on your cell phone of your most proud accomplishments. Take your team out for celebratory drinks when you close the big deal. Buy yourself a massage or maybe order a pizza when you reach your personal goals. It

doesn't matter how you celebrate; it matters that you do. This will create a marker in your brain to rewire and reinforce the behaviors that led to success in the first place. I've come a long way from the girl who couldn't order a pizza to the woman who became GM of a minor league baseball team, started a podcast

and delivered a TEDx talk.

All because I made the decision to become a more confident person. And I hope you do too. Because how many runs could you score if you were 10 times more confident? Thank you.

Small Steps_ Big Changes_The Power of Habits _ Sa

so I'll begin with a question did you brush your teeth today I hope yes and uh if I ask you why you would probably say cavities or my mouth should not smell and who doesn't brush teeth today in today's time right but if I have to ask you another question did you exercise today ah come on I know for a fact 80% of us don't do exercise every single day but when you say that I brush my teeth because I want to care for my oral health we don't do exercise when it comes to our physical health why you might say that brushing our teeth is pretty easy but exercise is tough no here is where we are wrong brushing our teeth is easy because it has become our habit and exercise is difficult for us why because we have not yet developed it as an habit okay almost 40 to 60% of our day goes into autopilot mode like you use your mobile

phone you keep scrolling and you don't even realize when it is half an hour 1 Hour 2 hours and then suddenly you realize oh my God I wasted so much time this happens every single day we are on autopilot mode for 40 to 60% even 90% for some people so here is what is important when you talk about habits it's the the most important thing if you talk about physical fitness if you talk about your professional success or if you talk about anything that you want to learn unless and until it becomes part of our habit or I would say if unless we are consistent with it it's not going to work for us and I'm sure we have had our experiences now let me tell you why I talk about habits so much and what has it created in my life so I started teaching yoga online I was teaching it before also but I started teaching it online 22nd March 2020 the day of lockdown that was day one and I had three people joining my yoga session after 1,63 days where I have taken a live session every single day even after I

had dingu I had covid twice I had a knee injury or I have fallen sick once in a while still I ensured that I follow a routine I take my yoga session every single day in the morning today I had 279,000 ,40

people attending a live yoga session now thank you this is absolutely magical if you tell someone when you are teaching three people in an online medium that one day you will be teaching three lakh people they would probably think you're joking and that was the case with me also I did not realize or I did not even think or even aim in my life that I would want to teach three lakh people in an online yoga session but it happened why not because I wanted to come first like we do in our classes or I wanted to reach X number of people I just wanted to follow a habit of teaching every single day now the interesting part is of course uh we just heard that we have the online largest online yoga class we have a Guinness record on that but the interesting part is not this the

interesting part is on day one I had three people on after one year of regular teaching I had 120 people in my yoga session after 2 years I had 1,30 people after 3 years I was at 81,000 here I have stopped expecting anything more than what I have in my life I was so happy but when you are happy and you continue following the process this is what happens in any habit when you start doing it consistently you never get results never if it's a good habit by the way uh whenever we keep doing it keep doing it keep doing it you keep improving on it magic happens and I still don't believe today that I'm teaching three lakh people in an online session we have in the past four years we have touched 60 lakh people can you just imagine how many people we have taught and honestly speaking when I was teaching three people in my first class I thought the maximum that I can teach is 1,000 that was an impossible number you say

now that you aim for the moon and then you reach the sky some some prb like that but this is phenomenal and that's why I keep telling people that focus on building a process building a habit and becoming consistent rather than aiming for your Target because your target will always be limited by your mind you will be able to think oh I want to just Excel or I want to come first in my classroom but the the life is much much more beyond that yeah so now the obvious question is bad habits are so simple right you just keep scrolling and time is gone but when you want to build a good habit it is challenging of course yes what is the difference or why is a bad habit easy and why is it a good habit difficult or challenging the answer is pretty straightforward whenever you do something which is bad so now uh we have to also Define bad bad is not necessarily neily bad like scrolling your mobile phone or eating a junk food is not necessarily bad but we consider that for some time as a bad

habit whenever you are doing something like eating pizza burger or anything junk you get some pleasure right and the second point is you don't have any negative impact if you do it once if you know that eating cyanide is poisonous and it's going to take your life you will never dare to eat it but eating a pizza is not once it's not but if you build it as a habit eventually you end up having a sedentary lifestyle similarly for good habits doing a good habit might not necessarily be pleasurable or rather starting a good habit let's take example for exercise starting that that initial momentum of

exercise is really difficult but once you do it you might feel that oh yeah I'm feeling more energetic I'm feeling more flexible great but starting is always tough and second point is there is no immediate result you do exercise once nothing happens you do it twice nothing happens you do it Thrice one month two month

probably not like that result that you might be expecting that's why bad habits are easy to form and good habits are difficult to form they are not difficult necessarily it's just like brushing your teeth and surpr surprisingly you know what brushing your teeth is easy but brushing your teeth before going to bed is still tough because it's not your habit and exercise can also become a habit and it can become very easy for you we have seen it across three lakh people join my sessions average daily attendance in our classes is 70% you would not even get like in an offline setup if 10 people have joined a yoga session seven people don't come but in an online setup building a habit becomes so so easy and people want to exercise with us and why does that happen how do you make a good habit easy this is what I'm going to share there are three simple things that you need to do if you follow these three things you can make any

difficult habit which might seem difficult literally easy for you like brushing your teeth would you be interested to know perfect thank you so much at least two people said okay so if you want to make any good habit easy or you want to stay okay let me ask you one question how many of you struggle with consistency of practice you can raise your hand you have started something and you couldn't follow it and you know that it is so important for you thank you hands down but you couldn't do it here are three things that you can do first do not get into All or Nothing trap let me ask you another question how many of us have got that super solid motivation on a Monday morning or first of uh any month or first of January and then you picked up okay I'll wake up early I'll eat clean food I'll read a page every single day I'll read one book in a week and I'll complete 52 books in a in an year and you decided like multiple things you probably followed it also for a week but after that when your

motivation went down you stopped doing literally everything raise your hands if you have experienced something like this this is precisely called as the All or Nothing trap either we do everything or we stop doing everything so next time whenever you start a habit never rely on your motivation when your motivation is high you take wrong decisions for your habits so whenever you are motivated to start something always choose the least possible action that you can do when you are not motivated suppose you not motivated to read you can still read one page at least a page Ag and I'm sure if you decide that you want to read one book A Week in 12 months you will read zero books but if you read one page a day you'll probably end up reading much much more than even what you thought so never ever start doing everything at once take small steps and so let me also give you another example of exercise whenever we think of exercise we feel we should sweat we

should feel exhausted we should feel like we have done something then we feel that we have done Exercise not really true exercise can be as low as 5 minutes 10 minutes but our mind sets an expectation what is the expectation the exercise is complete only when I do it for an hour for 45 minutes or I sweat that's not necessarily true you can do even 10 squats five squats 5 minutes of high intensity exercise everything is okay until and unless it is nonzero so when you are good when you have energy do 100 but when you are not good when you are not motivated do one just don't do zero is that clear okay perfect so that's step number one step number two very important how many of you have said this I'm going to start doing X activity tomorrow and tomorrow we have said the same thing please raise your hand thank you now you know what motivation is not the missing Factor here you are motivated that's why you are at least thinking about doing it you know what is

missing setting intention now what do I mean by setting intention let me tell you this first setting intention is going to help you 40 like it is more 40% more likely that you will do an activity if you set an intention Now setting intention is as simple as taking the decisions before like one day before and not just before the activity suppose like uh I usually teach yoga so my normal examples are all about exercise but you can relate to your activity also so someone says I want to start doing yoga tomorrow very important for them to decide what time are they going to do where are they going to do with whom they are going to do are they going to do inside the house or they going to go to the gym or they're going to go to the Garden or a Yoga Center why because next day when they get up and if they have to take 10 decisions when where how what they will end up saying I'll do it tomorrow is it making sense to you yeah so setting intention means simply

deciding beforehand and probably writing it down so that you have more clarity that is how you convert your motivation into an actual action motivation is Never Enough you always need an intent of when what where how etc etc to actually converted into an action so that is Step number two you always decide write down send in WhatsApp message to your friend or or anyone whom you want to be your accountability partner so that you are clear what to do and this is applicable not just for habits it's for everything any single task if if you're not able to do it just write down when where what how will I do it and you are 40% more likely to actually attempt and do that task okay that's step number two third and the most important task set an intention yeah very important very very important how many of you have said this I am lazy come on don't be shy okay perfect what you tell yourself is what's going to happen if you say you are a lazy person you will be a lazy person

forever no scientific tool no motivational speaker not even God can help you here if you say you're lazy that's true that's just true yeah very important of what you say now I am not saying you should lie to yourself you're waking up at 10:00 and you're saying to yourself no no I'm a very active person not going to work so you don't have to lie to yourself but very important that you don't have negative

self talk now what does this mean if you say I'm an active person or let's take example of you want to become a morning person so for example you're waking up at 9:00 and you want to become a morning person that does not mean you have to wake up at 4:00 a.m. you just have to wake up at 8:30 you have to do something very similar very small that justifies what you want to say to yourself is that clear so very important what you talk and I'm telling you a

secret to actually change this join a group if you want to be a morning person join a group where everyone is a morning person if you want to become an entrepreneur join a group where everyone is doing business or talking about ideas if you want to be a guitarist join a group where everyone is playing guitar your group will create an identity for you so when you talk about habit building and consistency identity creation is supposed to be the notar what you want to achieve eventually is not habit it's an identity today I say I'm a yoga person why because I've done yoga for 1,600 days today I say I'm an entrepreneur because I'm running a company it's an identity that I live with once you have your identity set you do not need any support any motivation you will do it is that clear so that is the last thing and the most most easiest thing to do join a group where your desired outcome is a normal behavior everyone behaves in a way how you want to be is it making sense yes so your friends will

Define your identity if they do wrong you are very likely I'm not saying you will 100% do wrong but you are very very likely to do wrong and if they are doing good you are very very likely to actually do good so you have to ensure that your surrounding also supports your good habits that's the last thing I want to say if you build your habits today your habits will build your tomorrow thank you so much

Spirituality for Sinners _w_ Nadia Bolz-Weber_ _ H this is how to be a better human I am your host Chris Duffy today we're talking about religion faith and spirituality so you know the kind of classic topics you're supposed to avoid at the dinner table in polite conversation but the thing that I love about today's guest the ordained minister and best-selling author Nadia bolts Weber is that Nadia does not come at this in the kind of stereotypical pop culture idea of faith and spirituality she doesn't come at this from a place of certainty where she knows better and you don't instead Nadia comes at this from a place of personal failing and striving to be better and knowing that she's not getting it right and I think wherever you're coming from you can get something from what Nadia says I think she has a really refreshing take on religion and spirituality and I'm so excited for you to hear

it for people who aren't already super

familiar with your work can you give us just like a brief history of the house for all Sinners and Saints and of the the church that you started and the type of theological work that you believe in and that

you do basically I was raised really like Christian fundamentalist and um like women weren't even allowed to pray out loud in front of men and the people in the Church of Christ were the only real Christians we were the only people going to heaven you it was very sectarian and I left that uh for reasons of you know self-preservation when I was a teenager but it's a very recent idea in human history that you can just choose your symbol system you know your the symbol system that that uh you are surrounded by when your brain is forming will always sort of affect the way you see the world that doesn't mean you'll agree with the theological propositions but it's still in there and so for me I had to leave the church and I had to leave Christianity for self reservation and I'm so glad I did and and it was the healthy good thing to do for me but

there was a part of me that I left behind because I was so formed by it and so to to have only an absolutely negative view of something that formed me created an alienation inside myself that um got to be resolved when I came back to Christianity but like on my own terms in a completely different scene I kind of discovered Lutheran Theology and really loved it because it talks about Paradox and it's the center point of Lutheran theology is Grace it's not being a good person it's not striving to make yourself holy you know it's none of these things it's just this beautiful concept that all of the most beautiful and unearned things in your life you get to have like we get to breathe delicious air we get to be on this planet and yet we get a be alive and you can't earn the right to have it like most of the stuff in your life is a gift so for that to be the center the central idea of the theology I thought was so beautiful and so um I kind of dipped my toe back into Christianity but then um a friend of mine who was also a

stand-up comic and also recovering alcoholic uh he ended up um losing his battle with uh mental illness and he uh took his own life and when PJ died all my friends looked at me and they're like well you can do the funeral right and it wasn't I hadn't been to Seminary it was just I was the only religious person in my whole friend group and so they're like obviously you'll do it and it was at the Comedy Works downtown it was packed and it was all these comics and alcoholics and academics and I looked out at the crowd and I was like these people need a priest like they need a pastor that somebody that's for them you know and then I was like oh I think that might be me like I think oh wow okay so I I really felt this call to be a pastor to my people you know because I'd go to these Lutheran Churches no one looked like me no one talked like me it wasn't you know they were friendly enough if I happened to show up but my people and my friends in my scene they weren't accessing this beautiful Theology and these sacraments and the

Liturgy and the music and all this stuff I thought was so great so I basically had to start a church that I'd feel comfortable showing up to and so that's what house for all Sinners and Saints ended up being and it was like anti- Excellence Pro participation nobody cared what you believed like that wasn't that wasn't the basis of belonging at all and it was Acappella and it was like this four-part

harmony and we sat in the round and it was it was very democratized and and weird and funny and um wild and holy it was beautiful and uh and I miss it yeah I have not been the pastor there for six and a half years so I left quite a long time ago but I served it for 11 years and it was a lot of fun we'd do like beer and hymns in the basement of a bar we do like blessing of the bicycles we bless the bicycles aspersion is like that holy water thing that you sprinkle holy water but we do it with like those little tassle things on the ends of girls handlebars you know we we do dispersion on the bikes and I mean we

just had so much fun with this tradition because we didn't think it was Sac relegious we thought it it made sense this is how it makes sense for us you know it wasn't like you just invented things completely you were also going back to say like well what happens if we take the Liturgy and rethink how we experience it or how we interpret it but we are still working from the same text and from the same week to week idea yeah that was really important to me because I I thought you have to be deeply rooted in Tradition in order to innovate with integrity and so that's what we kept trying to do and that was important to me because I knew I don't have enough wisdom just on my own to make up you know like I would get it wrong or it would be somehow self-centered or it would be a quarter inch deep you know like I I really love the humility it takes to say oh actually Generations that came before us this is a weird thought have something to teach us you know we're so arrogant to think well that's old-fashioned or you know well

they didn't have the same opinion on women as we do now therefore anything they say is not worthwhile something that you talk about in pastris and that I've heard you talk about a number of times is that before you started doing this work before you um were a pastor and were writing about religion you were a standup comedian and I think that's really interesting because I also am a standup comedian so I I'm curious to hear the connections that you see between the work of Performing to get people to laugh and the work of standing in front of people and trying to get them to feel or to identify with something bigger than themselves well first of all I don't know how anybody manages to ever be a preacher without having been a standup comic first because I I know it's not the most common path but I can't imagine being a preacher if I hadn't have been a comic first but but there are reasons for that one is economy of language that's what you learn when you're writing standup a lot of people don't realize that about

standup it's all about writing truly it's about sort of how can you arrange these words in this really succinct way that has the impact that you want it to have there'll be bits you probably have bits where if you added one extra word it wouldn't be as funny right so there's an there's an of economy of language which is why I can deliver a sermon that's 1500 words long whereas a lot of people who just kind of ramble around points they'll do it for 30 40 minutes but I think the other thing is the idea of having somebody who's set apart to speak from their own perspective to a group of people and

that group of people have allowed them to do it but also if you're not doing it well or if you've gone off track or you start being mean or you start being braggy or whatever it is people withdraw their laughter right they will sort of go we don't trust you we aren't allowing you to have this anymore and I think the same might be true of preaching too you have to in the act of doing it you have to maintain the trust of the people that you are doing

it in front of I think I wrote this in pasticks that Comics see the underside of life you know we have this really slant View and that's why the things we say are funny because other people know they can recognize the truth in it they would never articulate it that way because they're normal you know like they have a normal view but Comics have this they see everything slant and so it it allows you to see reality in a different way that's actually very funny or absurd usually more often than not and a really good preacher can do the same where you're taking this text and you're taking the experience that you have and the experience other Humans Beings have and you're and you're looking at it slant in in in a spiritual way and then people are like oh and they have a certain aha moment as well so I I think they they are related I just I don't tell as many dick jokes from the pulpit you know and yet it's not zero your books definitely have a few there's a piece here that you do in writing about religion which is a lot

lot of non-religious people associate preachers and pastors with this like how I want to be this kind of perfect self and you write about it in the way you actually are there's nothing sort of aspirational about me so uh a lot of people will give off um they'll give off this thing about themselves it it's the thing they aspire to be or like you say that's how they want to be seen like same with like a yoga teacher right I like cannot I cannot deal with yoga teachers who have that unnaturally straight posture all the time and they talk with that like passive aggressive half whisper and it just feels fake as right I'm sorry if you're pating yourself off of this like spiritual giant who's just never struggles with all the shitty things about your personality that I should I struggle with on The Daily I don't trust you and I just assume there's something really dangerous about you and so I had a yoga teacher who came in once and he was a little late which was unusual and he was like really apologetic he goes but

honestly I just had a fight with my teenager and I threw my yoga mat across the room on the way out and I'm like oh great what do you have to teach us I'm ready let's do it right immediately trusted him it's so weird how often people will think I just want to thank you for being real I'm like what it's so weird that you can be thanked for not pretending to be someone you're not like what kind of world do we live in what is what is up with like spiritual leadership that that is remarkable a thing that it makes me think about is like when I'm doing great I'm happy to be around other people who are doing great who've got it all figured out there's something to learn from those people but when I'm struggling when I am in grief or I am hurting or something is just like my life is falling apart I am not

interested in figuring things out from the person who hasn't all figured out already like I get that maybe it would be helpful if to learn from the person who's not grieving or in pain but what

you actually want is to spend time with someone else who is similarly broken or or at least understands what it means to be broken in those ways well this is why Alcoholics Anonymous works right this is why Alcoholics Anonymous isn't let's get some trained counselors in here to help you people who are broken you know it's it's like up person a up person that's how it works you know and so in a way I think whatever I've been able to to to do in my life professionally uh I think it does just come down to the fact that I really try to stay in my lane and who I am I don't I try to never pretend to be more than I am or have it together more than I am or less than I am you know I mean I I'm not the same person I was you know I am I'm in my mid-50s and if I was still saying the things and talking like I was when I was 40 because that's when my audience started building you know and I have to be true to my brand still that wouldn't work either you know I want to talk to you about some of the like actual religious parts of of your work

you know in real Faith because I find it personally to be really hard to talk to other people who I'm not very very very close with and certainly to talk about publicly about faith partly because I just don't actually have all that much language for it and also partly because I think people often bring a lot of their their own totally right and and reasonable baggage and history and ideas about um judgment or politics uh to it something that you wrote about in in Pastrick that really resonated with me is this idea of like I'm paraphrasing you but like I'm I kind of can't deny the power that this has had in my own life that I've seen how it has helped me and changed me and that really resonates with me that like I don't think prayer should work but I also can't really deny that when I have been struggling and even when I'm not struggling that it feels like it does something important for me yeah I know I mean this is because I think faith and reason are not as related as people want them to be you know I mean it it's very difficult I

think to be people who who live with this elevation of human reason that we've had since the enlightenment where we're like we have the scientific method there are things that are provable as fact you know this is kind of superstitious this Faith stuff but the reality is that humans humans have always been religious religion has fashioned itself in Endless variety and I don't just mean like religion as we think of it now I mean human beings are symbol making creatures and we are creatures who have who Mark the year and the seasons in really particular ways and have language that we pass down generations and practices around the Divine and around I think even what some people would call worship you know this sort of uh exaltation that we feel in in moments of awe like those are all just really deeply human and and I think really beautiful parts of Being Human but what is also true is that humans aren't just beautiful human I have in Latin on my wrist tattooed simil eustus at picor which means simultaneously

Sinner and Saint so I really think we're 100% of both all the time and what that means is that yes humans are capable of like Beauty and art and compassion and caretaking and love and all of those things and that's lovely and that's part of us and we are capable of selfishness and vengefulness and violence and uh all of these things as well and so what would be a really great way to leverage the worst parts of ourselves but using the systems we create to express the best part of ourselves right so religion has been used and manipulated to exert dominance over other people uh from the get-go so just like humans are not just one thing we're good and bad religion also not just one thing also good and bad right so there's there's there's that factor that makes it hard to talk about faith but then there's you know know Charles Taylor wrote a book about this post-enlightenment world that we live in and he said the enlightenment took with one hand like gave with one hand and took with the other and the

thing that it took was enchantment you know human beings lived in world a world that felt Enchanted to them and now we think it's so superstitious but maybe there's something really innate within us that that really can see enchantment still can actually feel it it's more than intellectually assenting to theological proposition it's also this lived experience so it's very tricky and it's woven into the most vulnerable parts of ourselves as well uh and so of course it would be hard to talk about I'm wondering for people who are listening do you have any advice for people whose families or friends differ in their religious views and ideology and who um have religion as a real source of tension in their relationships just to to read you something um from Morgan one of The Producers on this show has a has a very good friend who's very close to her parents but her mom in particular is really intense about church guilting both of her children into coming to church with her especially on Easter each year and her

daughters have told her many times that they just don't align with the beliefs of the church and religion and they don't want to attend but that hurts the mom's feelings tremendously and it often gets into these like tense and emotional conversations especially around the holidays and special occasion so that's not a isolated experience what how would you counsel this person well I think there's a there's a few ways to see it maybe a little differently because when we start telling the same story over and over about what's happening with us or our parents or whatever we have to at some point investigate is it still true can I tell the story from another perspective that's equally true that makes me less miserable that's what I try to do sometimes so it I probably this is a well it's probably worn smooth this story about her mom religion what they believe so I think first is to go are there different ways to tell the story that that are equally true but make me less miserable so one might be if your

mom believes like fervently that um that she is doing something that is good right what is good is to

go to church what is good to is to have your children at church so it might be that what their her mom really is doing is has an uninvestigated drive to see yourself as good and so you can have compassion for that in a different way than just this she wants us to do something we don't believe right so that might be one entry point but another is for them to investigate for themselves uh how important is is believing it in to to participate in it is there another good like meaning you don't intellectually assent to the theological propositions in this church but you do probably Ascent to the idea of our mom's not going to live forever and this is maybe three hours out of our entire lives hour and a half twice a year uh that maybe it's worth it and I don't have to believe these things and it's not even about that it's just about the fact that this would be a pretty easy way to make our mom happy and uh we

don't have to believe the things uh so you know there's just different ways of sort of looking at our unexamined beliefs around stuff that I feel like can be really helpful with this sort of thing it's also interesting to think about that answer which I think is a really good answer in the context of what you said earlier of like at uh at 50 you are not the same person you were when you were 40 or 30 or or 20 I wonder what would like 30-year-old Nadia have have said to that person who's like I don't want to go chur Nadia would be like you I'm not going to your church yeah for sure no question no question it's interesting to think like that you know as you get older and you have some you change perspective and you have kids of your own how that changes the way that you think about these things too that's right and just growing in wisdom what I mean by that is the basic building blocks of my personality have not changed those are they're fixed uh the only thing that's changed is I've done

enough personal work that um they don't kick me in the ass as much as they did 20 years ago but they're still there my first reaction to almost everything I is you it is that's it I don't I almost never stay there but I almost always start there always that hasn't changed and so I think there was a point in my life where I was like doing therapy and working the steps and doing all the things and yet I would still have these very angry aggressive sort of innate reactions to things that happened in my life and I really got down on myself and I had to realize like there's this my daughter had this t-shirt that she that where um it was this kind of cartoony image of a rhinoceros with the Horn uh on a treadmill sweating its ass off right and looking wistfully over at a poster on its wall of a unicorn meaning if I spend enough time on this treadmill I can look like they also have a horn I can look like that unicorn and I would not be a rhino anymore and I'm here to tell you I

am still a rhino so I think that Americans are so into like there's my goal I'm going to make I'm going to take steps to beat the goal and it's like well that's great but there's some things that aren't going to change about you and so how do you have compassion for that I love that and you know the one thing that I think I disagree with in what you just said or I was going to disagree with but then maybe

the 1% thing is the same thing is this idea that like you may never be the Unicorn right and I think it's silly to like run on the treadmill trying to do it but I think that a lot of people throw their hands up at problems in the world or themselves because they're like I can't get to 100 and I'm like fine just do something right and so the reason I like doing this show is because I get to talk to really smart really passionate people who have these big ideas and then say like okay but what would a regular person actually do and I would say like The Guiding philosophy is that like we should be able to do something I don't

want to just throw my hands up and say like it is the way it is and I know you don't either right well it's interesting because there's uh I think it's always interesting to investigate what's your basic view of human beings and what they're capable of right so you can have a very high estimation of that or a low estimation of that and having a low estimation of that doesn't preclude Improvement it doesn't preclude the fact that we can grow in for instance in wisdom right but what having a really lofty High estimation of human beings does is it I think creates situations where we're unnecessarily critical and disappointed in ourselves and other people all the time instead of compassionate about it right and I like hey I like low expectations I find low expectations really relaxing right um and because then it you get to be surprised you get to be sort of thrilled and wowed in a way that really really high expectations all the time when do you get to be wowed and thrilled nearly impossible you know having low

expectations sounds so depressing and yet I love the idea of doing what's actually possible and included in doing what's possible is what you said which is actually you do have some agency right you do have agency I think you're right some people give up and so while like in Christianity there's a whole sector of Christians who Believe in a Thing Called Progressive sanctification right it was I think this Wesleyan idea so methodists believe in Progressive Christian Perfection and sometimes if I'm talking to a group of methodists I'm like oh yeah by the way how's that Christian Perfection thing working out for you guys pretty good you're almost there because if you find that it's a failed project there's so much room for you in the Lutheran church we would never never buy into that you know but what what's what's another way of saying that achieving Enlightenment do you know what I mean I'm like o it just I just feel so suspicious of it when people go oh not only is this possible it's our goal I'm like I don't know like

2 3% less shitty is like so great for me so I don't believe in Progressive sanctification or Enlightenment I do think we grow in wisdom and that's different in in accidental Saints finding got in all the wrong people you write about this a lot of like that we can learn from people who we really don't want to learn from I thought one of the the my favorite chapters of this book because it was something that I hadn't really heard someone write about before is how you leading a church trying to you know bring people closer to to God there are also people in the church who you really just

find annoying like not cuz they're bad but just cuz you're like that is you're an annoying person and I don't want to spend my time with you and yet that can bring you closer to some idea of what you should be without guilting yourself right like what can you learn from a person who is annoying to oh my gosh basically as soon as I start disliking someone or being really annoyed by them it feels as if God then goes okay now we know who's

going to be the naughtiest teacher right it's con or they'll do something incredibly gracious towards me or or towards someone else I'll watch them be this extraordinarily kind person that I could never pull off and I'll watch them do it and I'm like who's the you know so it's often been like that and um I mean I even walked a few years ago I walked the commo de Santiago which is this thousand-year-old pilgrimage across Spain you walk 500 miles across Spain and um I had read stuff online where people are like you get this like Camino family where you you're with people from all over the world and you end up kind of each Town wanting to stay in the same places and you eat dinner together and you stay in touch afterwards and it's like this beautiful thing and I thought oh that looks so amazing and and I went and um and the funny like very hilarious thing is I thought I'll be a different person on the Camino like I won't be like me I won't find people annoying on the Camino and the very first person I met on the

train I quickly dubbed the Canadian mansplainer he was an expert in everything including the thing I have two degrees in and like we it was maybe a 40-minute train ride and by the end I had put my earbuds back in right and it didn't get better and there was this point where even the people I really liked on the Cino who I buddied around with I wanted to get away with from a couple weeks in and so I took a cab and I skipped an entire stage of the Camino to get away from my Camino and when I did uh then the next day there were no pilgrims inside I was St I started in this little village and started walking and I I laughed out loud like I was totally alone laughed so hard I grabbed my knees if somebody had seen me they'd be like this woman has lost her mind but what I was laughing at was how I fell for it again this thing that I'm going to be a different person and it's never worked and and then I had this beautiful moment of compassion for myself and I I I said Nadia you are a very astute Observer of human beings

including yourself and um and it's kind of the thing that allows you to be the writer you are and to be the preacher you are but it also might preclude you from ever happily being part of a group of people the thing that makes you special and allows you to do this work might be the thing that keeps you from being part of a group of people and I'm like I wouldn't trade it so having compassion for yourself can be it it's not a fluffy idea to me uh I just came home from this two weekl Long training in Victoria uh BC I took it was an intensive so many hours a day for two weeks and it was on song leading like how to teach an audience a song and have them sing it it's a very particular skill and I was really committed to learning it but I had to be with the same like 10 12 people for 2 weeks and I

prayed for weeks that I'd be given an open heart and open mind because I know how I am I mean it could be all over day one when I see somebody's being ridiculous right and it like 80% worked

you know there were a couple days where I was like I can't stand these people and here are all the things that that are wrong with them and then we sang together and there's this beautiful oxytocin that you get from singing with people that creates this bond between you and this sense of well-being and connection and even my personality couldn't tear that thing down that that our brains were doing when we're singing together you know my personal uh experience with religion started with my parents are an Interfaith couple so my dad is Christian he's United Methodist and my mom is Jewish and I think I've I've sense learned that this is maybe not the most common where they both still believe and and go to their own spiritual practice and so I I kind of grew up thinking like it's natural to think that there are different ways of finding God and that one isn't necessarily wrong it's just there's different ways of getting to a similar place and and you wrote about that in in past as well that that that's something

that you believe in even as you have your own strongly held foundational beliefs about your own faith I'm curious because I think that's not represented very well in popular culture as an idea that you can believe something really really deeply and allow for other people to possibly be right or at least have their own way too how do you talk about that or how do you think about that when when people struggle with it yeah I mean my husband is not Christian he's a heathen he has his own uh spiritual community that he's practiced with for 30 years so I guess it's like what's the difference between somebody's beliefs and their values and I think if your values are aligned you can believe other things and celebrate that in each other and it's not threatening it's not a deal breaker at all we're both in recovery right we both have been sober over 30 years and so we both believe in relying on God and praying for help and asking for Aid uh it from people and God uh not being totally self-sufficient we believe in being of service that anything any

good we have is meant to be shared there are things that like our values are so similar that the fact that they're lived out in two different symbol systems matters not at all having humility and curiosity goes a long way spiritually to me I can hold this story of Jesus very close and and say this is the most true thing I've ever heard in my life I can't escape it I think it's so beautiful it has continued to offer gifts to me throughout my whole life and it doesn't mean that it's the only truth or the only way to understand God you know I think people think well because Christianity has been off as this is the only one true thing and if you don't believe this you're going to hell and all of that kind of thinking then they're like then I don't believe in Christianity it's like I I consider myself a christocentric Universalist so this is my thing and like it it's all about Jesus for me and and I believe that God is of course too powerful too mysterious for any one symbol system to contain the the totality of who God is

God will reveal God's self through every simple system every effort that humans make to reach for it there will be something that they will grab that might be different than other people and yet it's feels like hubris to think that human beings can understand God through their particular thing and it's exclusive to them I I just have never heard anything more arrogant but that doesn't mean that your symbol system and your text and your practice and your prayers are the same as a Muslims or a Jews or whatever it's not the same but that uh it can be yours and you can go this is my thing and I have to allow for the possibility that God reveals who God is elsewhere as well have that humility you know the the two prayers that I find the most powerful and the ones that I come back to all the time in my own life uh maybe not every single day but close to daily are uh the from The Lord's Prayer like forgive me my trespasses as I forgive those who trespass against me and uh a a Jewish prayer a Hebrew Prayer of Healing elar where the way that I've

been taught to say it is heal her heal him heal them heal me and then heal me in body and heal me in spirit CH I think that's so beautiful those two that those are the two prayers and that that they they kind of came out of this lineage of both your parents you know both these traditions and they've embedded in you in a way I it's that's beautiful I mean to me that's having faith a lot of people think they don't have faith because they don't think oh I don't think Jesus was really alive after he was dead right therefore I don't have faith and I'm like oh my God you definitely have faith in a million ways and and it doesn't have to do with do you think that this story is medically true you medically factual is there Resurrection in your life do you have stories of feeling like something was dead and now it's alive that's a form of faith and we have this huge symbol for that that we go this is the thing we believe in the most that the Divine still is sort of seeps in when we think there's no hope for something the Divine

has this energy that it infuses into us and we breathe the next breath when we think we can't you know and it like that's we have this symbol that we constantly are saying this is what we believe in and so to to say to people well the only way to have faith is to say that medically you know Jesus was dead and then 3 days later he was alive you know it's like it way to way to drain all of the meaning and mystery and power out of what faith really is is to say that's what it is n isn't such a pleasure talking to you thank you so much for making the time to be here and for being on the show oh it was super fun thank thanks chross

Spirituality for the Spiritually Rebellious_ Katie hell the linal space is defined as a unique spiritual position where human beings hate to be but where the bib biblical God is always leading them it's when you have left the tried and true but have not yet been able to replace it with anything else it's when you're finally out of the way it's when you're between your old comfort zone and any possible new answer if you are not trained to hold anxiety how to live with ambiguity how to UST and wait

you will run you will do anything to flee this terrible Cloud of Unknowing Richard some guy I found on the internet my name is Katie Saira um I tour the country with comedy shows that I write about addiction recovery spiritual healing personal transformation and personal growth I do standup comedy I work as a regional theater actress and a regional theater director and I give private spiritual

healings to individual human beings I want to tell you the story today of how I came to be a person who lives in respects and venerates the space between or the Lial space um I was raised by a lapsed Irish Catholic uh marketing executive corporate world CEO mom and an empiricist scientist atheist Russian Jew dad okay I always like to say having a Russian Jew dad and an Irish Catholic mom is like a double whammy against me because I hate myself and I feel guilty about that so the point being I was not exactly raised in a female or feminine or receptive or present or spiritual Paradigm I was raised in a male masculine shut up don't have feelings stuff it down take some drugs pull up your bootstraps have a goal push anything in the way of the goal out of the way toward the goal get the goal succeed and shut

up Paradigm and um I became quite good at that Paradigm I was actually a very successful doer I was very good at having to-do lists and checking everything on the to-do list off and succeeding succeeding succeeding desperate success was the point so where did this get me at 23 um I realized I had a profound and devastating alcohol and drug addiction I was also a compulsive overeater so uh dramatically so in fact that I went to treatment for my eating disorder my eating disorder almost killed me and was actually more devastating to me than my alcohol and drug AB use issue and that's funny to that lady so I get sober miraculously time goes by cut to six years into the sobriety process this was now almost exactly 6 years ago from today cut to 6 years in what does my type a male Paradigm have me it has me a lot of really cool stuff on the outside I'm working as a professional regional theater actress I'm getting paid as as a

working artist all of my money comes from my vision I'm living my vision my vision is very clear and I'm living it I'm living it passionately and with Verve and vigor and all the things the secret tells us we should do my first solo comedy show is touring the country I've been in about 10 states at that point I've probably done a thousand performances of my first show it's going quite well I have a gorgeous apartment on Lake Meritt in Oakland overlooking the lake um I have everything I want externally okay on the inside however I used to describe it like this I felt like I had a mountain that started at the base of my throat like this like a triangle point and went down to the base of my pelvis and it was a mountain of rage and shame and self-hate and sadness and fear and Devastation and betrayal and it felt like Darkness it felt like a rock it felt like cement it felt tight all the time time and I couldn't meditate enough to make it soften I couldn't book enough gates to

make it soften I couldn't sleep with enough toxic men to make it soften and by the way my my my last and my worst addiction was my addiction to toxic men at that time six years ago I was so addicted to toxic men I used to say like I had to like not like you at least a little bit in order to sleep with you I had to either be like a little nauseated by you or actively hate you or I I couldn't do it I couldn't do it I'd be like you make me sick John I'll see you at 11 so the point being things were tight inside and nothing seemed to be helping at that point I had done a lot of things to try to help myself I'd done raiki i' done raling i' done past life regression I'd done birthing rebirthing therapy uh cranial sacral somatic Chiropractic polarity balancing toning meditative Serenity bath mud packs on my eyes a spa retreat it's all about what you eat I did it all okay and nothing was changing the triangle so at that time six years ago

this moment in time I'm talking about I was living in I'm not making this up Grass Valley California I had booked a play right here in Nevada City I was doing urine town at the old Foothill Theater Company they're no longer here but they were at the time and I was living the drink out outside and the triangle was well and Alive inside I was living with my friend Sharon Connor all the way out on Wolf Mountain Road Which is far out there in the middle of where the lions are they have mountain lions here it's scary so um every night what would happen to me is about 3:00 in the morning I would wake up in the morning uh I should backtrack the psychiatrists had me on a a mass rash of drugs they decided I was bipolar okay because I did have these manic swings and then these depressive episodes I would like be on top of the world accomplishing stuff getting things done and then I would be incapable of getting out of bed and no one could make sense of it least of all myself so the psychiatrist told me I was

bipolar so they had me on three different drugs it was like cakil Lal and something else that ends with ill there was no way I knew no other way I had no experience of female nurturing I had no experience of sensitivity spirituality I had no experience of those things being effective tools one could use in one's life so what does any uh rational upper middle class white pseudo juddo in a in a moment of such stress I went to the bookstore and I sat in a chair in the bookstore and I meditated because thankfully at that time at least I had a meditation practice going and I sat down in meditation in a chair in the bookstore and I told the universe what was happening for me and I told it that I needed help in that moment I Heard a Voice not a schizophrenic dissociate if you're a crazy person voice but like an intuitive this is the Divine talking kind of voice and the voice said very clearly to me voice said what you need to do Katie is you need to get the light of the Divine

I don't care if you believe in it but you need to get the light of the Divine to come into your body and actually change you you can no longer afford to have only a theoretical understanding of what this universe God great spirit mother tree Om Shanti whatever you want to call it is for you it has to become actual and it has to come into your body that's the only way you're going to change okay

that was cool how the hell was that going to happen I had done all the healing things there was nothing left as far as I was concerned so I got out of my chair in the bookstore and I walked through one aisle of books thinking I was leaving as I was walking through this aisle of books I'm not making this up a book fell off the shelf in front of me onto the ground in front of me I picked up the book and it was called depression free naturally and it was a book about supplements okay it taught me about amino acids and had to take supplements and amino acids and things like this to treat my own brain chemistry I bought

the book I read the book cover to cover and proceeded to to become my own naath which worked for me for many years and frankly uh I've never been on uh medication since thank you God uh since I read that book now at the same time the same day I got the book I got in my car I went home I checked my email there was one email in my inbox it was from my friend Tiffany hosna wood who I hadn't seen or heard from in 5 years she and I had been good friends in Miami Florida but we'd Grown Apart she was in Miami I was here we hadn't heard from each other the email says Hey Sacramento friends I'm coming to Sacramento really soon I need a ride from the airport to the blah blah hotel to hear my Sufi Master teacher talk can one of you guys who live in Sacramento give me a ride and I write back and I go hey girl haven't heard from you in a long time how did you know I live near Sacramento at this moment and how did I get on this list it looks like a group list how did I suddenly get on it and she writes back hey dude how did you get on my list I

didn't know you lived in SA what are you doing in Sacramento how is this happening so our brains are exploding and I at this point I know enough to take this as a sign so I don't want to go to the stupid suy thing it's the last thing I want to do with my free time because I've done all the healing things and I'm done I it's not open-minded ready for that but I see the sign and I go fine so kicking and screaming I go to the stupid suie thing the man gets up at the front of the room and he's talking about he's teaching about the layers of the heart and the way that the heart and the soul and the spirit are connected and the way that healing Works in this particular paradigm and the way he's describing it the words that he says I grck them like here you know what I mean like I get it like this thing is arguing and making sounds but in here I like got this man and I knew I was supposed to go to his school it's a threeyear school it's \$8,000 a year I had \$1 in my checking

account so I went up I got the application I filled it out I turned it in they accepted me cut two a week before I'm supposed to go to the school okay I still got the dad Paradigm it's still working I think I got to do things I got to make lists I got to make stuff happen but the Paradigm is crumbling in front of me it's not quite working anymore you get the idea so it's a week before I'm supposed to go to the school I need \$3,000 in a week I have to pay the school \$3,000 for a deposit I know intuitively I'm supposed to go to this school but I don't have \$3,000 I don't have anywhere near \$3,000 so I call my friend Tiffany again who's already in the school already on the path I say Tiffany what do I do I don't

have \$3,000 she says you got to call this guy CD in Jerusalem he's a holy man he's the head of the Sufi thing you're on the team with the Sufi people now you get to call him no matter what I go fine I hang up I think it's all a bunch of crap I got to raise \$3,000 in a week how is calling

some dude in Jerusalem I'm going to help me in any way but I'm desperate and I'm in a liminal space and I don't know what to do so I the guy cidi gets on the phone he says I pray for you I pray for you and he hangs up I don't know what this means but the long and short of it is I don't have a lot of time but I'll wrap up and I'll tell you this 3 days later which was two days before I was supposed to show up to the school and hand them \$3,000 my uncle calls me my uncle with whom I have very little contact I don't know the guy very well we're not close emotionally we're not like super buds he's not like take you out on the weekend uncle and go bat at the batting cages I don't know the guy very well he says to me Google just bought my company out and I made an agreement with them whereby every time I hit these milestones in the development of my product under their umbrella you get cash money you your dad and my other brother you're going to get cash money for like three years you're going to get cash

money I go okay so how many dollars do you think came into my checking account by the next two days \$3,000 that's exactly right I paid the school I went to the school now to try to articulate what happened to me in the school would be impossible but I can tell you this much a the triangle was dissolved it took about 3 years of chipping away but the triangle Was Gone Gone So Gone that I I still to this day often don't recognize myself internally I don't know who I am with all that stuff gone B I experienced such profound states of connection with the unity and the Oneness and the peace and the mercy and the justice that combines all things the the realm of unity where there is no separation um that my life was profoundly altered and and will never be the same after I came out of the school something happened to me I became what I call feminized meaning not like like combat boot wearing feminized but like feminized where I'm suddenly very

sensitive very open very receptive things come to me when I quietly sit back and do less and I ask for help they just magically magically magnetically come to me and I don't I don't understand it my whole life I Live Now inside this space where I don't know what's coming and I don't know how it's going to come I'll give you an example uh about 10 days ago I was up here back in Grass Valley apparently the center of all things and I was doing my third comedy show my third solo show I do these hour and a half shows I tour the country with them this is 12 years now I've been doing them this is my third one I was doing it I did it at St Joseph so we had a great time now this was about 3 days before the show was to open I needed x amount of money I needed 200 people to come to that show so I can make x amount of money and all my bills could be covered and my rent could be paid and I can have enough money to pay my gas and eat food to the drive back to Los Angeles where I presently live so I'm

here and I'm doing my marketing doing my marketing got my bootstraps up I'm doing my marketing I'm still in my spirit open very connected but I have to do things right we have to do and we have to receive to do and we have to receive so I'm doing both I'm practicing both I'm very open very connected but I'm doing my things and I hit the wall about 3 days before the show is supposed to go up my to-do list still has 20 things on it I still got to do those 20 things because as far as I know I've only got 50 people signed up to come see the show I got no other prospects on the horizon this is my rent money this is my how I'm going to get in the car and drive back to Los Angeles and not have to call my mommy and ask for help help money okay so the stakes are high in Katy land but I hit the wall energetically my chei ran out I hit the wall right I had nothing left and by this time I have extensive experience with this wall whenever I hit this wall now I understand that what I've been doing is

been I've been being too male for too long for too many minutes in a row and it's time to stop it's time to stop sit inside the silence not know be scared and ask for help so that's what I did I closed the computer I got quiet I put my head down on the ground I did the prayers as I've been taught to do them and I said to God the Divine the great mother the Holy Spirit whatever you want to call it help you know the money I need you know the amount of people I need to come to the show I don't have any more energy I need you to do this I can't do it I don't know what to do and I have so much experience with these Miracles happening that I just 100% let it go then I took a nap then I took a shower then I puttered for a while and then I checked my email and there were four emails in my inbox and only four the first email said hey Kitty remember that show you audition for about a year ago that you totally forgot about yeah so we booked you for the lead role we're going to pay you lots of money and we're going to um

cover your health insurance that's for January and February are you cool with that b the second email hey Katie um I'm that actor that you didn't hire in that show that you just directed in Los Angeles I want to hire you to direct this other play in March right when that play you just book ends um and pay you lots of money to do it are you cool with that the third email that came in said hey it's us big famous producer people in Los Angeles we just read that pilot you sent us a year ago and forgot about we want to talk with you tomorrow on the phone about it are you cool with that and the fourth email said hey my name is Susie dagget I'm wondering if you'd like to come speak at this Ted X thing on December 2nd about the the space between so um I said yes um to all of those things and I will tell you that I we we had 150 people at the show I needed 200 uh and so there was a gap in how much money I needed and I thought okay God work it out and then what happened was on the drive home to Los Angeles I went back

after the show on the drive home I got a phone call from my lawyer telling me that that the car

accident money the car accident I'd been in a year ago uh came in exact amount of number money that I didn't get by the extra 50 people that didn't come to the show last week so what's the point um the point I guess if I could make a point the point is that my life took me through things that forced me to let go of that male Paradigm I we have to do things in life I would be remiss to suggest you could just lay down and pray all day and everything will be fine we have to do things but what I notice now is that if I sit in the silence and I really drop deeply into the center of it I can't sit on the edge of it or look at it and intellectualize it from over here I have to go right into the center of it if I drop in the energetic center of it and I simply say help I get an email or a phone call with an offer or I get an intuitive Direction in my gut that says go do this random thing that seems to have nothing to do with the

thing you need and I go do the random thing and a job comes out of it this is how my life is I don't have any other strategy I don't have any other technique this is the only thing I know and to me that all sounds very female and very spiritual two things I was certainly never taught to be um so if I can leave you with anything it's just a prayer that we could all find some kind of deep connection to the feminine I'll sit quietly in the silence and simply ask for help thank you so much

Stoic Empathy_ The Synergy of Compassion and Resil

okay so it is the winter of 1988 in tan that's the capital of Iran and I'm 11 years old fast asleep in the room I share with my little sisters when suddenly a red alert pierces the quiet night it's really loud and shrill and continuous it's designed to wake people up and warn them to seek shelter immediately now to me and my family that sound is synonymous with fear and anxiety it means imminent missile strikes just before impact there's this sort of hissing sound as the missile moves through the air and it gets louder as it gets closer and sometimes we have about a minute before the hissing sound increases in intensity so that's just enough time to make it to a door frame and huddle away from the windows but other times we might have as much as four or five minutes and we can make it all the way to the basement of our sixun

apartment building for greater safety so my parents now remember they also are shocked awake in the middle of the night with the screeching sound they would have to decide in a matter of seconds based on the pitch of the sound which way we'd go door frame or basement right that night we decide to try to make it to the basement and we make it just in time for that really brief beat of Silence before the missiles impact but even though we made it to the basement the explosions are so loud they're deafening Windows shattered the building shakes this doesn't happen every time it means a missile hit somewhere nearby and we're feeling the shock waves so there's this faint scent of burning debris kind of seeping in but totally overwhelmed by the sweaty anxiety of all the people huddled together in this basement the neighbors and the families here's the incredible part through it

all through the loud noises the explosive impact my parents are calm they're composed they are fast they make quick

decisions somehow always in unison I don't remember my parents ever fighting about which way to go doorframe or basement in those few seconds of decision making time and the single biggest factor on their emotional regulation capabilities is the three pairs of eyes looking up at them mine and my sisters because they know that by remaining calm through their trauma they can best protect or reduce our traumatic experience I didn't realize it at the time but that's when I learned that there's this really powerful connection between the 2300 year old Greco Roman philosophy of stoicism that's all about remaining composed under pressure and empathy the ability to connect with people on an emotional and intellectual level it's really kind of amazing it's a term I've uh I have called stoic empathy and it gives you the power and ability to utilize your empathic understanding of the situation around you in order to gain the very common composure you need

in that moment so now stay with me if we're going to fast forward we're going to fast forward about two decades 20 years okay and I'm fighting a very different kind of battle this time I am a partner in a major American Law Firm leading a high stakes piece of litigation it's a few days before trial and I find out that a member of my team has disclosed a privileged document to The Other Side by accident what does that mean they revealed a privileged document by accident to the other side if you're a lawyer this is a critical mistake because it might mean that the judge court order privilege is waived which would mean whatever confidential Communications you had with your client should be shown to the other side right that would derail your entire strategy it would be complete disaster so here's the thing it's this isn't life or death right there's no missile strikes no one's kids are at risk but the outcome mattered it mattered to my client it mattered to my

career it mattered to my team a couple of jobs were on the line I look around at my team and there's five pairs of eyes looking up at me waiting for guidance but I have doubt what if I fail what if I let the team down what if the client loses faith in us it was real we could be out millions of dollars of revenues a year that meant layoffs right again it's not an existential threat but where there's fear and doubt anger or anxiety the process of regaining calm it's honestly not all that different I look around the room quiet my mind and decide to focus my energy on what I can control empathy guided me to reassure my team while stoicism gave me the strength to focus on Solutions instead of problems we quickly came up with a strategy argued to maintain privilege and after the first day of trial the other side settled the thing about stoic empathy is it's really not about failing transparency or pretending there's no risk or refusing to understand the

complexities right it's about in that moment of urgency when everyone's eyes are heavy with exhaustion and anxiety that you allow rationality composure and compassion to guide you instead of

fear and panic because at the end of the day this isn't about faking it it's not about suppressing your emotions it's not really even about being strong it's about understanding the emotional weight of a moment but being in control of it and to really get stoic empathy we need to obviously look at both sides of it right the stoicism and the empathy so why don't we begin with the empathy side what is it what does it mean because empathy is a lot more than just being emotionally connected to someone else empathy is gaining the understanding that's NE necessary in order to be able to think strategically in a particular situation right it's actually kind of a spectrum I've learned this in my work between emotional connection and intellectual understanding so that you can have this awareness but modulate your emotional involvement depending on

the circumstances this way you can be empowered with the understanding without getting emotionally overwhelmed because empathy can be overwhelming sometimes it can completely collapse us I actually think of it like a comforting flame it can ignite warmth connection trust but if left uncontrolled and unrestrained it can also consume us this is where stoicism comes in it's not about extinguishing the flame of empathy rather it's about channeling it like a furnace into something productive something that helps you and everyone else in the room stoicism the ancient philosophy is about understanding what we can and cannot control what can we control our judgments our thoughts our emotions so let me give you an example imagine you are a professional darts player okay darts the game that you play at the bar and you are at a competition and you've got the you've got the the dart in your hand you're gripping it and you eye your Target and you aim and the tip is sharp

and the flight is straight and you have perfected your release okay after you release the dart where it lands is no longer in your control the reality is that there might have been a slight imperceptible imbalance in the dart or a tiny little imperfection on the dart board your Dart could go Any even if you were perfect so the lesson is do what you can to prepare of course but once your Dart is in the air you must accept the outcome so if you think of this in a relationship context right try to think of a time when you were in the middle of a conversation that got really emotional or really heated you can control how you listen your body language your tone but once the words leave your mouth just like that Dart leaving your hand their impact on the other person is not in your control and it might not be what you intended but all you can control is your preparation and your response the thing is with stoic empathy you can find both that control and with

the emotional awareness you can create a type of influence of those around you while releasing what it is that you cannot influence and what's really incredible about stoic empathy is you don't have to be a child huddled under a door frame during missile strikes or a lawyer in a high stakes piece of litigation you can utilize this tool and use it to your advantage anytime any place whether you're protecting your kids juggling a transaction or just the other day I swerved to avoid a car

accident this is available for you and at your disposal the idea is especially if you're a leader is to take charge not only of your own tension but also that of the room just like my parents controlled the fear in that basement all those years ago I promise you if you're looking for a transformative new tool a new way to exercise control and influence over yourself and your life take a look at stoic empathy it won't lead you anywhere than

Stop Chasing Purpose and Focus on Wellness _ Chloe

tedx Memphis it is an honor to be here and also pretty timely if you ask me see I'm fresh on the other side of my quarter life crisis now to be clear the crisis is still here I just turned 26 so your girl aged out I'm on the other side of that quarter life side and if you're not familiar a quarter life crisis is basically like a midlife crisis just 25 years early so you're still asking the same questions of Who am I am I using my time well what are the things that I really want to do in terms of family career health drinking water saying hydrated all of those important things that we have to pay attention to and for Millennials this is actually a pretty big phenomenon according to the Center for Disease Control one in three Millennials have a diagnosed anxiety disorder and anxiety is one of the key elements of any kind of crisis it's proven math I promise and for us it's not just about figuring

those things out but we're doing so in a world that really human history has never seen before we have things such as the internet which is endless information we are living in some of the most innovative and prosperous times according to the United Nations the World Bank the IMF and also are still seeing persistent inequalities that seem like they haven't really moved much in centuries according to every credible climate scientist if we don't change what we're doing by 2050 we will have irreparably damaged our world so there's a lot at stake in there right and when you're looking for purpose which usually comes in the question of what do you want to do with your life that's a big challenge and I have a theory that for Millennials and for all people we're probably a little scared so in the spirit of new friendships it's time to overshare we're going to dive into my quarter life crisis to work through how I believe that following purpose has kind of kept us stuck and really we should be focusing on wellness and I

believe that that will give us the answers we've been searching for so I've had the fortune of basically knowing my deepest fear since I was really little some people call that precocious other people call that an undiagnosed anxiety disorder tomato tomahto the first time I really recognized what was going on cuz I always felt like something was there it was when I was in Trinidad with my family visiting my other family my mom's from Trinidad Tobago and I adored my grandmother she's incredibly creative so when she was gonna have to do art projects like I'm there you know so we're walking one morning to her kiln to get her new ceramics and I'm holding her hand and ice notice for the first time that her fingers were really wrinkly and the verdant green veins in her hand were

popping out more than I was used to and her fingers were also a little thin and it hits me that you know she's older and she's not gonna be here forever and I'm like her so I'll be older and I won't be here forever so little eight-year-old me

is like walking into an existential crisis and I have to let that go pretty quickly because my hand had been like a limp fish and her so she's like Chloe you don't love me anymore thinking I don't want to hold her hand so I squeeze it really tight to prove to her that I love her and I get out of my extension crisis and I'm like nope I'm here and that moment really shaped how I went through life going forward I told myself okay I know I'm scared to not be here so I'll love on my loved ones really hard I'll figure out how to be a very good person in the world and I'll follow my purpose and dive deep into it so I'm doing this I'm on it I'm deep in school and I get to college I'm ready so I join all these kinds of clubs I don't just join them but I volunteer myself to be a leader in them I'm an RA so I'm taking care of 30 women every year which one of the best things I had ever done and I'm in school I'm a student I'm doing all these things I'm like great but something was feeling off

like I didn't really feel like myself and so I thought oh well maybe I'm just busy that's the price of purpose right like you're just really basically stressed as cool when you go to a liberal arts school so I'm like okay yeah I'm doing the thing this is great and I'm but at the same time I recognize you know I probably need a rest or what they call a vacation at some point and that moment seemed to come for me in the summer of 2015 so I had a mentor in school who names Julia Hannah brain and she was shepherding a grant with the National Institutes of Health and so we partnered together to bring that to Trinidad and Tobago and work with the University of West Indies serving a project that served people with disability so I'm like cool I'm still in purpose but I get to go back to Trinidad which was the first time I'd been back since my grandmother had passed and I would get that kind of rest and I was so ready to be back on the island to see my family there and so I get there and going through the work trying to make

friends with my fellow researchers and doing all these things and whatever was going on with me was still there and like man I thought you know the ocean air the island breeze would just like melt us away it was like maybe I shouldn't be here longer so about halfway through we get invited to a harvest festival at a friend's Catholic Church and I'm not Catholic but my grandmother was I'm thinking about her a lot on the drive over and you know I'm thinking about her and then all of a sudden accursed me oh I don't know how to do the thing right and so I'm just like okay and so I like I did line and I'm like watching everybody else do the thing and when I get up to the priest I just freaked out so whatever I did was not it and I was like okay so he's just gonna throw more holy water on me to cleanse this and like we'll just move on but it really had me thinking through all of the rituals my grandmother did to be such a devout Catholic and to be so wonderfully steeped in her purpose and give good to

the world so to be honest with you I have no idea what that sermon was about I was just sitting there thinking of my grandmother and thinking about purpose and I kind of feeling I was feeling was bubbling up right and I'm just unusually distracted looking at any and everything except the message so when everybody breaks for lunch to celebrate with the feast I kind of sneak away a bit because I needed just some space to figure out what was going on and get my head right so that could be all smiley with people right like that's the thing so I go out and I look over at the edge of the mountain and I'm looking down to the south of the island trying to see if maybe I could see princess town I had no idea I was actually gonna know if I'd seen it or not it's just way down there but looking at that large expanse and also being the mind state I was in something felt different and all of a sudden I felt like a freight train hit me in the chest carrying emotions that I didn't know before I felt like the whole world was trembling like I was being

pulled apart I'm having a panic attack I never had one before so this was crazy it felt like an earthquake in my body so I'm looking around to see if everything else is also shaking and it's not so I'm just like freaking out I hate how I'm feeling and I can't stop it so I go back into the church right cuz I also don't want people to see me like and I just get on my knees and I start praying and I'm crying and I don't know really what I'm saying I'm just like this feels really intense and to be honest I just want some help please make it stop that moment was very serious for me to slow it down so when I got back to the states I decide okay I'm gonna check out therapy and I was an RA so I always told my residents you know if you're feeling off you should go see a counselor right cause it's so easy to tell somebody else to go see a counselor so I get there but or I'm like prepping for it you know and I'm someone who needs time to process so I was like okay well this therapist is really not gonna tell me anything I don't know about myself and so I'm gonna

write down and I brought it for you because this is me being wild I wrote down everything I had gone through in my life and thought to myself okay i'ma read her my checklist and she's just gonna tell me the things that I already know which is I need to sleep more drink water take care of myself rest and I thought okay cool I'll get the therapist to tell me this so my friends say hey let's go out I could be like oh sorry meri I gotta sleep you know therapy is crazy so that's what I that's that's what I'm on okay so I walk in there got my little list and she's you know smiles at me that kind of building trust smile like I've peaked game you know and she's like so how are you and I'm like I'm great she's like okay so what brings you in today I pull out my little list I'm like sitting there I'm like yeah Susan hear all the things I go down the list and then I look at her and her trusting inviting smile had turned into like so how are you and I don't know what voodoo magic she pulled on me but I

start ball I mean it is like Niagara Falls is falling from my face I am just like torn apart and the truth is that was the first time I had been honest out loud about what was going on so what I didn't share

with you and it's because I had also not been sharing with myself was that I was heartbroken the person my high school sweetheart I had been with for five years who I thought I was gonna marry I broke up with him not too long before because we didn't really know it out ourselves outside of our relationship and he hadn't been there for me when I had a tumor in my breast for nine months not knowing if I had cancer or not after the stock market had crashed in 2008 there was financial strain on my family and dealing with that as a younger kid that's a lot of the world to try to figure out I was also feeling anxious I had depression and I didn't know it there are also tons of things on this list but we're not that close yet so you don't get to know them but the gist of it is is that I was really not being honest with myself and

pursuing all of these things outside of myself thinking that if I pursued them hard enough I could push my anxiety down and all of this fear I had all the challenges I had and they just take their bags and go packing right like get out the pain you know that's not how anxiety works that's not how life works and that's certainly not how death works which is what I was scared of so the next five years what I really had to do was get back to the very basics I had to learn how to be healthy and what that looks like for me is I had to figure out what does health look like for me physically mentally emotionally spiritually and socially and make those things my number one priority which is code for I had to make me my priority that's a wild thing to do when you were so used to dreaming everything external to serving to loving to try to push everything around the world to be peaceful but when you're avoiding yourself that's not possible so I developed a wellness routine and for me that looked like all those things I

thought my therapist was going to just sleep drink water exercise take time for yourself go to therapy it's important it will save your life and honestly it that was the basics for me and then on top of that I had to figure out okay what are the things that I need to nourish myself and one of those things is flowers my parents probably knew this when I was little they named me Chloe which means blossoming which i think is kind of cool but those are the kinds of things that you really get to know about yourself when you take a pause and look inward so on top of getting to the basics getting to know myself I started having moments where I felt peaceful inside no matter what was going on and this brings us to 2019 the best and honestly hardest year of my life thus far so it's the best in the sense that the program I've been working on for the past three years got funded which was great and I now run that program I got named to a few professional lists including the Forbes

30 under 30 Wow didn't see that coming I also fell in love even Wilder excitedly didn't see that coming with an amazing partner and we got to travel all over the US and Europe and honestly it's the healthiest relationship I've ever been in on the other hand it's also been the hardest of my life I had debilitating anxiety that really I would be in the bed for so long and felt like I couldn't move I'd lost loved ones and to gun violence I did not expect I had all of these still questions around how do

we make change in the world how do we go through and make meaning out of our lives when there's so much pulling at us how do you rest and what I would say that I'm most proud of through all of it is that through every moment I was present I was healthy I was myself and I can confidently say that I thrived throughout all of what was challenging and wonderful at the same time that is called wellness it's being able to manage the internal in the external in a way that creates a harmony for yourself to where you know you are still grounded

in who you are you're at peace with all of what is in you and around you and figuring out okay what are my next best steps so let's go back out and look at the world for just another second aside from all the apocalyptic facts I've told you about in the beginning there are also a lot of great things going on we have people who are promoting causes who are protesting in the streets saying we know we deserve more look at Hong Kong look at what's happening in India look at honestly what's happening in the US every day we're trying to figure it out and really the reason I think we haven't figured out just how to do this together is because we've all been so wrapped up and what is our purpose purpose has two options you can set a goal you can meet that goal but then you're a board and you have to figure out new goals it's like this endless cycle right of chasing external things or you could set a goal for yourself that is so far out that it's actually unattainable and peace and fulfillments always just beyond your

reach so you consume and you grasp and you take in so much all the time looking for how do I make this better and the truth is I don't think it's through purpose I think really what we're looking for when you see protests me see people fighting causes are going to work you're looking for fulfilment we're looking for peace inside and we're looking for how do we act well and be well with one another and you cannot give or make what you don't have so how do we make world peace when we don't know how to have peace for ourselves so if you want to save the world if you want to live in an environment that is thriving and where prosperity looks the same for all of us not just the few who have the most privilege you start with you you start with figuring out what does health look like for me physically mentally socially emotionally spiritually and work really hard on being good at you because just like hurt people hurt people not peaceful people wreak havoc right so my challenge to you today is to really take

serious as commitment to cultivating wellness for yourself because once you are filled yourself with that kind of piece it has no choice but to flow out into all the spaces around you and I can guarantee you you will enjoy your life so much more which is truly the reason we're here so thank you so much for coming to my

Stop Managing_ Start Leading _ Hamza Khan _ TEDxRy

my name is Hamza and there's three things that you should know about me one I was born in 1987 two I love hip hop and three I'm a horrible boss I'm a horrible boss because I used to be a horrible employee aside from my time in the Canadian Armed Forces I've never completely cooperated with the rules of my traditional work places the Monday to Friday 9: to5 grind just isn't for me I'll never forget the last time that I was called out for being late at work it was very early in my career and I remember showing up one morning at 9:15 a.m. casually strolled in only to find my boss standing beside my desk arms crossed tapping his watch in disapproval H up this is unacceptable I can't remember the last time you were here before 9: well damn good morning to you too sir did I uh miss anything now of course I knew that I hadn't I've been connected

to my work in a dozen different ways checked my calendar the night before I'd been on my email all morning I had my notifications on Facebook Twitter WhatsApp or internal messaging system if my clients or my team wanted to get a hold of me they would have already done so and that's when my boss hit me with this amza stock market opened 15 minutes ago what did my work have to do with the stock market this was a marketing agency I was doing graphic design I saw what was happening I was being sacrificed at the altar of office discipline so I asked a rhetorical question did something happen that I should know about and of course I knew nothing had happened I'd been on Twitter all morning and I looked at the trending topics and the only thing newsworthy was Kanye West and Kim Kardashian attending a Jay-Z concert the night before and that's when my boss hit me with this hza you being late is bad for morale it looks like you aren't pulling your weight around here ooh that

one stung that one hurt and that's the moment I decided to quit the insinuation that I wasn't producing because I wasn't physically Tethered to my desk was a bit too much for my pride anyone who knows me knows that I'm highly productive I'm a consummate team player but apparently I didn't look the part so rather than go out with a dramatic bang I left with a little bit of a sneaky whimper for my last two weeks on the job I would show up early show up every morning at 8:55 a.m. and I would sit at my desk and do one thing and one thing only I'm Marathon movies yeah naturally I started with the Godfather great place to start I made my way over to Star Wars and what Marathon would be complete without the Lord of the Rings extended version of course now every day I would leave at 5:00 p.m. I pass by his desk at 500 p.m. and he'd go like this Hamza great job I literally sat there for eight hours and I watched movies I did nothing

but that was enough for my boss and I swore from that moment onwards I'd never be managed again and managers have tried and managers have failed they've had to modify their management strategies and approaches with me and it's left me wrestling with the following Paradox organizations that are growing and achieving skill require management however people myself yourself don't like to be managed which begs the question can Millennials be managed or better yet should Millennials be managed now I mentioned that I was born in 1987 and that situates me firmly

within Generation Y critics of my generation have been quick to dismiss me as many things entitled lazy disloyal unmotivated selfish and considering that I quit my job over the fact that I couldn't show up 15 minutes late every single day I suppose you could say some of those stereotypes are true but here's the thing generation why now accounts for more than 50% of the global

Workforce but we're built for tomorrow's workplace because we grew up in an increasingly flat and connected World we're that much more resourceful Innovative entrepreneurial Nimble dexterous agile I've got buzzwords for days y'all how we work and why we work is fundamentally out of sync with the expectations of the traditional workplace for instance I don't just have one employer I have a portfolio of work I don't just have one specialization I have many of them I don't stay at one place for very long I do tours of Duty I don't need an office I'm connected to my work anywhere that I can get Wi-Fi so why is it that so many of us are still being managed like we work in factories if you trace Back The Echoes of this particular configuration of workplaces far back enough you might actually well end up in factories the Industrial Revolution this time in our history saw organizations

achieving scale in order to manage this growth we had to elect well managers in fact the entire 8-h hour workday has its roots in this time social reformer Robert Owen proposed that we divide our work into three equal parts or our day rather into three equal parts 8 hours for work 8 hours for recreation 8 hours for rest as a way to wrestle back work life balance because at that time we were experiencing a rather adversarial relationship with our employers by the early 1900s management had become widely accepted and by the mid 20th century we began For Better or For Worse to perfect management we began to develop theories about it and one such theorist by the name of Peter Ducker began to notice something he began to notice something that was a bit of a paradigm shift he saw that we were moving away from the mere production of goods goods and the provision of Advanced Services to the use and manipulation of information he coined the phrase

knowledge work he said the most valuable asset of a 21st century institution whether business or non-b business will be its knowledge workers and their productivity and so what we need is a new managerial contract because when you consider that when all of the value in an organization walks out of the door each evening the old command and control mindset is not going to work anymore the existing model doesn't make any sense it does not make sense for Creative agencies it does not make sense for startups it does not make sense for think tanks it does not make sense for Publications it does not make sense for anywhere where the next generation is trying to do creative work entrepreneurial work or information-based work and so why are we doing this well because of tradition and tradition is easy tradition is comforting tradition is ultimately limiting it stifles Innovation it's doing things because that's the way it's always been done but

let me tell you doing things because that's the way it's always been done is a horrible horrible

reason to continue doing anything and so it behooves managers of the Next Generation to develop a focus on management with a distinctly Theory Y approach in order to understand and appreciate Theory Y you first have to understand and appreciate Theory X Theory X assumes a lot of things it assumes that employees are lazy that they avoid work and that they actually dislike work it's kind of like when your parents assigned you tasks or chores when you were younger do the lawn do the dishes and you'd rather be doing other things Theory Y assumes the complete opposite Theory Y assumes that employees are ambitious that they're self-motivated that they exercise self-control and that they actually enjoy their physical and mental duties and that given the proper conditions an employer operating within a Theory Y framework can actually help their employees achieve the most elusive

part of math those hierarchy of needs that little point at the top of the triangle self-actualization but that's all given the proper conditions so what do those proper conditions look like well let me tell you about how I run my ships I start from a place of 100% trust I provide my teams with their areas of responsibility they have their goals they have their deadlines and I assume that they're here for the right reason and that they want to work and that they will do good work I provide them with space physical and otherwise now we have an office yes you're not physically expected to be there you can work from the office you can work from home you can be in Bermuda with your shorts on for all I care as long as work is getting done on time and to a high degree of quality why is there any need for me to actually track your hours it's dehumanizing it's degrading and I believe in co-creation I believe in building things together I simply am not going to assign you

something and expect you to do it let alone do a good job I'd rather invest you emotionally in the process of producing whatever it is that we're producing and then I believe in leadership this is something I've resisted for a long time but my teams have told me time and again hums that we need somebody to be there who's a steward who's going to guide us who's going to provide us with insulation from the more harsh realities of the organization and the industry frankly and I believe in culture I believe that people want to show up to a workplace that doesn't feel like a workplace that feels more like a community where they can be among friends where they can bring their hold selves to work something I've really learned and appreciated with my time at Ryerson SA and I believe that we should create a work that is conducive create a workplace that is conducive to doing excellent work and when all of these proper

conditions are met what happens we do work that we're proud of we're more creative we discover meaning and fulfillment we strike work life blend and I would hope that we ultimately achieve happiness I'm optimistic about the Next Generation because not only can we break the cycle I believe we will break the cycle of doing things the way they've always been done and is going to come from understanding a fundamental difference between outcomes and outputs and this quote

in particular reminds me of this it underscores this idea so well and Twan exup said if you want to build a ship Don't drum up people to collect wood and don't assign them tasks and work but rather teach them to long for the endless immensity of the sea a focus on outcomes versus mere outputs now I managed my first creative team at the age of 21 and this was a particularly challenging team to manage it was comprised of student staff and anyone who's managed student staff knows what a herculian chore it is to get them to part with their time energy and

attention they've got so much going on in their lives the rigors of Academia the trials and tribulations of being a student family friends co-curricular activities other job opportunities and if you're not careful about intentionally engaging them what you get is diminished capacity and so by Design I had to become the La Fair hands-off manager that I am today without any formal training or education or blueprint for that matter I deferred to the closest blueprint available to me at the time the teachings of a man named Shawn Carter some of you might know him as uh Jay-Z I've listened to all of his music I've read interviews I've watched interviews I've read books by him about him and I've always been in such awe of the way he's built up Rock Nation one of the most successful labels over our time he is a leader who manages other leaders he manages the likes of Kanye West Rihanna J Cole the list goes on and he does so with a distinct focus on individuals he doesn't just see the sum he sees individuals he sees a team of

artists people who are unique have their own Ambitions who want to succeed on their own terms and he nourishes that and he creates an environment that has all of the aforementioned conditions like Jay I work with people who want to make classic albums I work with people who want to win Grammys I work with people who want to move the needle forward and push boundaries I work with people who are genuinely animated by their work I suppose you could say I started the game on hard mode one of the first people that I ever had to manage was significantly older than I was more skilled and more wise and naturally I was intimidated I was 21 at the time I could barely manage myself how was I going to manage this person and so I managed him the best way that I knew how I didn't I told him you're an adult and you're perfectly capable of managing yourself all I can really do is manage your workflow and your priorities and if you're down with that we can do some

amazing things together and that gave me the win in my sales to manage my next creative team at the age of 24 at Ryerson University I managed a I managed a student team that was significantly larger than my first team in fact it was so large I don't remember a single meeting where we were all physically present I sometimes had to do the same meeting twice or three times and each time there were disembodied heads around the table face uh dialing in Via FaceTime and Google Hangout and it was around this time that I really had to embrace the use of technology to foster a sense of community and collaboration and at 28 nothing has really changed I'm now managing full-time staff and I'm managing the exact I'm managing them the exact same way that I managed my part-time

staff my student staff it's by recognizing their unique behaviors and expectations and not just meeting them halfway meeting them all the way modifying the way I work to fit them versus the other way around now you're

wondering how's it worked hza this seems too good to be true it's a some sort of UT utopian workplace I mean it's not without its bumps but yes it does work I'm on my fifth creative team now people that have worked for me rather with me have graduated on to work at places that are reputable organizations large agencies leading Publications media companies we've won Regional and national awards and on the agency front we've worked with clients off the Jump that some agencies don't pursue until four five 10 years down the road so yes it does work but how does it work Hamza how did this all happen well with a lot of training a lot of support and a lot of guidance from jig man like Jay I raised the bar I believe that if you want to do your best work if you want your team to do their best work you have to bring out the best in yourself to bring out the best in your team you have to bring out the best in yourself I don't stand behind my team and say go I stand in front of them and say let's

go I believe that you have to go to bat for your team when people work with you they want to know that they're working with somebody that has their back that's going to go to bat for them no matter what I provide training and mentorship I believe that if you're not learning you're stagnating and so I'm always on my team's case to develop personally professionally and academically and even if they outgrow my wisdom and even if they outgrow what it is that I can provide them I don't get territorial about that I push them in the right direction I help them seek other mentors and other opportunities to grow and I provide them with time space and resources I believe that your best work happens when a manager isn't breathing down your neck and I provide stretch projects these are these big audacious projects that scare you that push you outside of your comfort zone and I believe that's where the real growth happens outside of your comfort zone

that's where the real magic happens and last but not least I get out of the way once I've empowered and motivated these teams I take a step back and watch them take flight and one particular quote from J Cole about his mentor Jay-Z really helps to underscore that Jay never compromised or interfered with my creative process there was never a point when he was like I need to come and and play Big Brother and show you how to do this he let me figure it out and it feels better to win like that now I want you all to do something for me I want you to think about a leader in your life a manager a coach a teacher friend family member somebody who would call you for advice somebody who would call you tonight and ask you for a favor they want your help with a project a task something would you do it for them yes you would would you give them your best effort absolutely in fact I think you'd go above and beyond the Call of Duty for them why because there's something about your relationship with this person that

has put you in the right head space to deliver something about them something about you and them that has put you in the proper conditions conducive to doing excellent work and now let's revisit the management Paradox one more time time growing organizations require management but people don't like to be managed so I ask what is the role of management for the Next Generation if organizations existed in the execution era to produce goods and to achieve skill and if they existed in the expertise era to provide Advanced Services why do they exist now why do they exist in 2015 why will they continue to exist I argue that they exist to provide complete and meaningful experiences not just for the end user not just for the customers but for you as well for me for the teams and so I argue that we're in a brand new era alt together the end of management and a refocus on leadership at every level and so what is the role of management for the Next

Generation absolutely nothing how are we going to break out of this Catch 22 how will we dismantle this Paradox how will we stop doing things the way they've always been done we're just going to stop managing all together and I suppose in this way yes I am a horrible boss I'm a horrible boss because I'm not a boss at all I'm just a friend I'm a mentor I'm a comrade I'm a resource I'm a Cheerleader and I'm a coach and coaches don't play bow they motivate and Empower their teams to win championships and then they take a step back and watch them do it and so I challenge each and every one of you everyone who is privileged enough to manage the Next Generation please don't manage lead because you manage things and you lead people thank you

Stop doubting yourself and go after what you reall Transcriber: Martina Giambattista Reviewer: Emma Gon Would you believe me if I told you that self-doubt is one of the best things that ever happened to you? Seriously. Right now, some of you may be confused. Me too. But as I learned the truth about self-doubt, my life transformed forever. So today, let's go on a little journey that might transform your life, too. Lets explore: what is self-doubt? How does it show up in your life? And how can you make it your friend? Self-doubt is a mental conversation in which your mind questions your ability to find a desirable solution to a perceived problem. Such as: What if Im not strong enough to handle the pressure of running my business? What if I dont know enough to pass this important test? What if I never find

my true purpose in life? Do questions like these keep you up at night? Self-doubt can silence your intuition and steer you away from even finding out what you really, really want. You end up following the should voice, which is a confusing combination of the advice you receive from the experts. And while there may be a lot of wisdom, there are also a lot of outdated views that no longer support you in your evolution as a human being. My first major encounter with self-doubt began as I graduated high school and asked myself the question, what should I do with my life? I felt stuck and full of self-doubt because so many of my classmates seem to have it figured out. I had no clue. I got my

inspiration like most high schoolers get their inspiration: from Hollywood. I watched the movie Catch Me If You Can. Do you know the movie? This guy had zero self-doubts.

I watched Frank Abagnale go from living an average life to traveling the world while making so much money and receiving so much respect. That's what I wanted. No, no, no. I didn't want to be a con man. I wanted to be a pilot. I could see myself wearing that uniform, the sunglasses, surrounded by beautiful women, and finally feel like I had my life figured out. Only, there was one tiny, major problem: passing the pilot tests. See, if you failed the test, you never got another chance as long as you're alive. And 95% of the thousands of applicants fail. Can you imagine the self-doubt? Who am I to even try this? No one in my family had ever done such a thing. What if I fail? I learned something profound. In the pursuit of bigger dreams and goals there is a dark side.

We tend to build an identity around being the successful person who always comes up with great solutions. But how do you feel when you don't? How do you feel when things are not moving forward the way you imagined? How do you deal with the part of you that feels anxious, inadequate and insecure? Most of us push it aside. We focus on being busy. We rationalize our feelings as unimportant. We don't like to talk about how much we doubt ourselves because we think it makes us look weak. So, when you remove all of the glory that comes with pursuing bigger dreams and goals, you uncover a daily reality for so many of us. We feel lonely. Lonely because we think that people wouldn't really understand us, if they truly knew how we felt. So we end up alone with our self-doubt, trying to figure this

all out for ourselves. Lonely, because if you remove the constant doing from our life, well, who are we really being? Loneliness is one of self-doubt's greatest allies. I felt lonely and I shared my feelings with my father. He made a few calls and several weeks later, I was invited to ride on the carpet with an airline captain. I was embarrassed. I thought, talking with him about my self-doubt it will make me look like I don't have what it takes to become a pilot. Yet somehow I found the courage to reveal my fears and doubts. And what he told me transformed my life. He said, Mario, everyone faces self-doubt. Only those who are courageous enough to admit it will find the support that allows them to move forward.

That conversation gave me the confidence and courage I needed. A year and a half later, I began my pilot training. Yeah.

The first thing that I learned is that in order to overcome self-doubt for me, I had to share my self-doubt with someone I trusted. And it was like riding a wave of joy and happiness. I was ready for takeoff. But I wasn't cleared for takeoff, because self-doubt had other plans. I felt completely out of place, like an imposter, constantly comparing myself to my peers who was so passionate about

flying while I didn't seem to fit in. My motivation for becoming a pilot was not a genuine passion for aviation. I wanted the money and the status so that I could feel I did something meaningful and would have respect. I wanted out.

And I was too scared to admit that I was suffering to the point of depression and suicidal thoughts. And then I remembered the wise words of the pilot, who told me, Mario, everyone faces self-doubt. Only those who are courageous enough to admit it will find the support that allows them to move forward, while still feeling self-doubt. When you have the courage to be vulnerable and reveal your doubts with people you trust, you build a greater sense of trust within yourself. True human connection sparks confidence within yourself. Have the courage to reveal your doubts with someone you trust to remove the control that doubt has over you. Key number one to overcoming self-doubt and go for what you really, really want is to share your self-doubt

with people you trust, so you can find the courage to continue. I decided to open up about my depression, and then I decided to quit this career with the people in my life. What I feared was their judgment and rejection. But what I received was love and acceptance as I spoke my truth. Even though the pilot career did not work out, I still learnt how to fly because I found my true calling. During my lowest moments, I would watch motivational videos, and it was like finally coming home, and I knew that one day, I too would guide people to free their minds from the self-doubt that is holding them back. Here's something else I discovered. There's a big lie in the personal development industry. You must become fearless and remove all self-doubt from your life. You may have heard this one and you may even believe it.

Remember we started with the idea that self-doubt is one of the best things that ever happened to you? I wasn't going to keep this to myself. So here it goes. There's nothing that has you doubt yourself more than declaring: I should not doubt myself. It doesn't matter what your track record of success looks like. Heck, you might have even written a book on overcoming self-doubt. As long as you're living this human experience, fear and doubt will be a part of your life. And the more you resist the fact that you doubt yourself, the more power doubt has over you. That's because your mind cannot distinguish between what you want and what you don't want. It will always give more power to that on which you focus. So it's not the doubt that is holding you back.

It's your relationship with it. When you approach self-doubt as the enemy, you make it stronger. Yet if you view it as a friend, it can help you unlock your true potential. So consider this, what if every time you feel the doubt and the anxiety it brings, instead of reaching for that snack or checking your phone to distract yourself from that uncomfortable feeling, you decided to give yourself love. What if self-doubt is really calling on you to fill up your self love tank? That means breathing deeply. Giving yourself a hug. Reassuring yourself that you're on the right track. Filling your self love tank means

imagining a life where you can give yourself everything you need, regardless of what the world looks like. Wouldn't that be freaking amazing? So, key number two to overcoming self-doubt is to develop a loving relationship with self-doubt, so you can go

for what you really, really want. Are you beginning to see how self-doubt may be one of the best things ever? You might not end up becoming a pilot. You might not marry your first love. You might not get that dream job. You might not achieve that lofty goal. You'll find something much more profound. You'll realize the true power within. Understand this: in striving to achieve desired goals, what you really, really want are the positive emotions those goals promise. True freedom comes when you no longer rely on your achievements to give you permission to fall in love with who you are right now. When you can love the person in the mirror, regardless of your achievements, you become truly unstoppable. That's because loving yourself brings peace and happiness. So, the next time the doubt comes, don't fight it, embrace it as a friend who wants to remind you

to fill up your self-love tank. Often learning takes a little longer than we think it should. After I had decided to quit my pilot career and just discovered my true calling, I still perceived self-doubt as my enemy. I was too scared to fail again. It would take me another seven years to realize this dream. I kept looking back at my pilot experience, thinking, I should have known better from the start. I gave up too soon, I'm a quitter. A guaranteed formula to staying stuck with your self-doubt, blame yourself often for what you have or haven't done. My friends, not knowing how to deal with your doubts delays your dreams. That's because when you think about stepping outside of your comfort zone, your brain will scan past events to evaluate the risks. That may sound something like this, Hey, bro, remember that time when you invested all of your savings into

a cryptocurrency and it didn't work out? Yup. That time dumbass. Never gonna happen again. From now on, you're going to play it safe. Your brain really wants to protect you from getting hurt again. But what if there was a way to tell your brain, the pain of my past does not determine the possibility of my future. Have courage to proceed, there is a way. Forgive yourself for your past failures. Now, that may feel scary because forgiveness is misunderstood. You may feel that forgiveness makes you weak because you admit you let down your guard. As Mahatma Gandhi noticed, the weak can never forgive. Forgiveness is a sign of the strong. Forgiveness means no longer denying reality, because your brain will tell you all kinds of false stories. One of the biggest being, I could have done something different. The fact that you acted the way

you acted is all the proof you need to know that you couldn't have acted in any other way. Your mental, physical and emotional state produced the only outcome possible. So it's not your fault. And you couldn't have done anything different. Because you've had the experience, you now possess new insights that allow you to make a new choice. Now you're responsible to decide what you're

going to do with the wisdom you've harvested from that experience. Will you let it be the weight of the past you're still dragging behind you today? Or will you use it to be wiser, more loving and more courageous? Choose to be wiser. I challenge you to decide to forgive yourself for all you think you did wrong. Let go of blaming yourself. Give yourself permission to express a new level of confidence, passion and commitment, which will drive you to your very best life.

So key number three to overcoming self-doubt and go for what you really, really want is to forgive yourself for your past failures and mistakes so you can harvest the wisdom from them. As I learned to forgive myself, I found the courage to do what I do today, which is truly what fills my life with so much meaning. With the keys that I shared with you today, I opened the door to free my mind from the thoughts that were holding me back. And if I can do it, you can do it, too. On the other side of self-doubt, is the person you've been looking for your entire life. Remember, loving yourself removes self-doubt's power, because self-doubt only exists as an illusion in your mind, and your heart has no illusions like that. The most important journey in your life is the one you take from your head through self-doubt, into your heart. And that's why self-doubt is

one of the best things ever.

Stop the Stigma_ Why it's important to talk about

consider that statistically speaking you are one of those people that you just shook hands with will likely experience a mental illness at some point in your lifetime forty three point eight million adults experience mental illness every year that's a high prevalence of mental illness yet why is it something we're still afraid to talk about in October everything is pink for breast cancer in November men grow out all their facial hair for prostate cancer it's a great excuse for this guy not to shave we go to galas we go to golf tournaments we go to five case we go to fundraisers and more for heart disease cancer and many other illnesses and while all of these are important we often forget or don't realize that mental illness is among the number one cause of disability in our country costing nearly two hundred billion dollars in lost wages annually depression number one cause of disability worldwide suicide rates

continue to climb among adults adolescents and even children every year we see the loss of celebrities and prominent figures to suicide the opioid crisis continues to devastate our communities costing over 100 billion dollars annually yet we're still not courageous enough to talk about mental illness why think back to shaking your neighbour's hand think about some of the first thoughts that came to mind great dress cool shirt ah hope there isn't any more audience participation now how did your thoughts change when I mentioned that one of you may experience a mental illness even for the most open-minded judgement is a natural part of our human condition however when that judge

escalate to discrimination prejudice even hostility it becomes a breeding ground for stigma stigma defined as a market disgrace as a result of stereotypes and misunderstandings in our society mental illness is stigmatized more than any other illness or condition we can see examples of stigma every

single day and we might not even realize what stigma looks like read the news turn on the news scroll through social media overhear a conversation on the street or at work you are bound to hear an example of stigma you might not even realize it and those individuals that are stigmatized face barriers and obstacles to getting the help that they need and it creates a bigger burden of untreated mental illness for our society and our healthcare resources now some of this lies in a misunderstanding of psychiatric diagnosis the brain pretty cool but very complicated modern science has still only just begun to understand how this works let alone understanding what happens when there are issues with the brain functioning there are many many factors that contribute to the onset of mental illness biological environmental social genetic stress trauma we still don't quite understand the interplay of all of these in our brain unlike back injuries cancer diabetes we can't go get a scan we can't go get

an x-ray we can't draw labs to diagnose mental illness we can't see mental illness in the brain therefore we have to rely on subjective reports and observations to get to a diagnosis for many people in our society this discounts the realness of mental illness you can't see it it must not be real right this also leads to a lot of misunderstandings that people witness and with mental illness can control it or snap out of it or those people who can't are weak or lazy or stupid or have other personality flaws we would never have these expectations of somebody with a broken leg or cancer now other stereotypes begin to form because of these misunderstandings the main one is fear we have become we have seen mental illness become synonymous with danger violence instability and aggression this isn't what mental illness really looks like yet this is the picture that's painted over and over again news media

sensationalizes violent events often portraying those suspects as mentally ill homicidal maniacs movies television social media even video games all follow in line with these fearful representations of mental illness how many movie villains have mental illness think about it this leads our society to label and seek separation from individuals with mental illness causing them to feel stunned isolated fuelling their own self stigma and shame about their condition so we also see this lead to issues with employment opportunities housing options and even relationships and if these personal things aren't enough we can see these false beliefs penetrate our legislature we can see policies come out that further barriers in place for people in need of help now we also can see this happen in our health care system many medical providers and health care professionals have these same false beliefs and these can carry over into the care that they provide patients with mental illness so

those patients might not get the diagnostic testing or the interventions or those referrals that they might need because sometimes those medical providers think the symptoms are all in their head and on a larger scale sometimes we can see this stigma in the way that insurance companies cover or don't cover mental healthcare or psychiatric interventions with barriers like that it's no wonder that more than half of the adults that have mental illness never seek the treatment or care that they need now here's the thing mental health care works for every dollar that's invested in treating depression or anxiety we can see a yield of four dollars in health outcomes and ability to work that's a pretty good investment I don't do finances but I probably would want my four okay to look like that and people that do seek treatment for mental illness have good outcomes they get good symptom management we can even see remission you may not even realize how many successful people in our society

have or continue to battle mental illness no there is a simple solution to this to breaking the cycle of stigma at least the first step if we as a community can talk about mental illness in a respectful and real way we can start to break that cycle education about what mental illness is and what it isn't can challenge people's misconceptions and stereotypes it can also begin to change people's misunderstandings on a personal level we can put aside our own prejudice and our own false beliefs and simply show empathy to those people and families that are dealing with mental illness it doesn't take much now if we as as a community as a society as individuals can start to see people with mental illness as people rather than their diagnosis we can take that first step to breaking that cycle and we will also start to see that people with mental illness aren't any different than you and I the first step is having that courageous conversation so isn't it time we stopped the stigma

it may just start with a handshake thank you

Stop trying so hard_ Achieve more by doing less_ _ Transcriber: A Chuang Reviewer: Berat Güven I've spent most of my life trying really hard to succeed. When I was in high school, I pushed myself to win every academic award that I could. When I got to university, I pushed myself to get straight A's in all my classes. I ended up spending 10 years in university and got my PhD in psychology. From there I pushed myself to succeed in the corporate world, and then I pushed myself to be successful as an entrepreneur. I eventually ended up getting a job at Harvard Medical School, which is one of the top academic institutions in the world. And by this point, I had won a lot of scholarships and awards. I was reasonably successful, and there were many people

who were quite proud of me, but I still wasn't happy. So for example, when I was in my 20s, on the outside, I looked like a thriving young woman who was doing well academically and who had an active social life. But inside, I was struggling with crippling self-doubt and perfectionism. I ended up spending six years on antidepressants and many hours in therapy. Now, I eventually managed to

get off the antidepressants, and I got into things like yoga and meditation and personal development, and I started to make my health and my well-being my number one priority. But still, there was something inside of me that kept pushing me to strive and to achieve and to succeed. And I eventually realized that I had become an achievement addict. So I had become addicted

to the attention and the approval that often come along with being successful. And so what I would do is I would get into this pattern where I would overwork towards some goal, I would burn out, then I would maybe take a little bit of time to recuperate, and then I would start overworking again. And I would go through this pattern over and over and over. So this cycle might sound familiar to some of you. You know, these days, when you ask someone "How are you?" the most common response tends to be "Busy." So we wear our busyness like a badge of honor, as if we don't feel like we're worthwhile human beings unless we're incredibly busy doing something. But all this busyness is coming at a cost, and the cost is our health

and our well-being. So a question that I've been working with in my own life both personally and professionally over the last few years is, What if there was another way? So, what if we could continue to be productive members of society without destroying our health and our well-being in the process? And might it even be possible to achieve more by doing less? Now, I want to make it clear from the very beginning that I'm not advocating that we not try. Life involves effort, and I get that. If we didn't exert any effort in our lives, we probably wouldn't brush our teeth, or feed ourselves, or even leave the house. So obviously, we need to engage in some effort, but the trick seems to be learning how to balance effort with ease. And there are two different types of effort

that I believe we can engage in in our lives. And the first type is something that I like to call "upstream effort." So when we're engaged in upstream effort, it feels like we're paddling a boat upstream against the current of the water. So it feels like you're trying really hard, you're pushing, you're striving, you're maybe burning out, your health and well-being are maybe suffering, and even though you're engaged in all this effort, it doesn't really feel like you're getting anywhere. Now, upstream effort is the type of effort that I believe most of us are engaged in on a regular basis. And in fact, society even encourages and rewards upstream effort. So from a young age, many of us are taught to believe statements like "Nothing in life comes easy" and "If it was easy,

everyone would do it" and "You have to fight really hard to make it in the world." So most of us are familiar with this type of effort. But there's another type of effort we can engage in, and I call this one "downstream effort." So when we're engaged in downstream effort, we're still engaged in effort, we're still trying, we're rowing a boat, but we're paddling that boat downstream with the current of the water, or with the flow of life, if you will. So we have a goal, but we have a loose grip, or loose attachment to that goal, and we're more focused on the process or the journey of getting towards

that goal. Now, in the same way that there are different types of effort, there are also different types of success. So, many of us are taught to believe

that success means having a lot of money or a nice car or a big house. And there's not necessarily anything wrong with these things. It's just that we each need to define what authentic success means for us. So for you, authentic success might mean having a lot of money or it might mean improving your social relationships or it might mean improving your health. So we each need to define what authentic success means for us because this helps us make decisions in our lives that guide us in the direction of downstream effort. And so the question then becomes, you know, "How do we enhance downstream effort in order to reach authentic goals?" because when I talk about the idea of achieving more by doing less, what I'm really referring to here is enhancing downstream effort in our lives in order to reach authentic goals.

But how do we do this? There are a few different things that we can do, and the first thing is that we need to engage in some inner work in order to begin to cultivate downstream effort in our lives. So one type of inner work that we can do is we can begin to identify what we value in life. Now, values are abstract goals or ideals that can be difficult to define, but there's things like freedom, authenticity, joy, happiness, stability. And we need to identify what we value because these values then serve as a North Star or a compass to help guide us in the direction of downstream effort in our lives. Another type of inner work that we can do is we need to identify how we want to feel every day. Now, Doug Newberg is a researcher and performance coach from the University of Virginia. And he developed

a theory that he calls the Resonance Performance Model. And he developed this theory based on interviews that he conducted with hundreds of top performers from a variety of different areas of life, so for example, medicine, sport, business, and music. And what he found is that these top performers had very specific ideas about how they wanted to feel every day. So, yes, they had a goal. They might have wanted to win a gold medal or a Grammy, but they were more focused on the process of getting towards that goal than the actual goal itself. Another thing that Newburg found is that these top performers - it's very important - when they bumped up against obstacles towards their goals, they didn't try harder. So they didn't exert more effort. Instead, they took some time off

for personal reflection and reminded themselves of how they wanted to feel every day. Newburg referred to this as "their dream." So reminding themselves of their dream then motivated them to continue towards their goals. So after we've done this inner work of identifying how we want to feel and what we value, our job is then to bring this inner work out into the world. So there's research suggesting that authenticity has two components: an internal component and an external component. So internally, we need to unapologetically own our values and our feelings, and then

externally, we need to act on those values and feelings in the real world. So in other words, we need to start making authentic life decisions. So you might choose a particular job or a relationship or life path based on what's true

and authentic for you. And this might sound relatively straightforward, you know, you just make life decisions based on what's important to you and then you live your life in that way. But in actuality, sometimes our authentic life choices can go against what society or our friends or our colleagues or our family think we should be doing. So for example, when I was working at Harvard Medical School, after a while of working there, I started to realize that that job was no longer honoring what I valued, and I was no longer feeling how I wanted to feel every day. And so I made the very difficult but authentic decision to quit my job at Harvard. And I ended up living in a cabin in the woods for two months and then I moved to Europe. Now, this was not an easy decision to make.

There were people in my life who believed I was making a mistake, professionally, by quitting Harvard, but it was a decision that was true and authentic for me. So our authentic life choices, they won't always be easy, but they'll always be worth it because they help us live with integrity. And so after we've made these authentic life decisions, our job is then to use discernment to evaluate the results of our decisions. So in other words, we evaluate which path we're on. We can ask ourselves, "Has this decision resulted in me moving upstream or am I moving downstream?" And there are a few hints that we can use in order to figure out whether we're engaged in downstream effort. And the first of these is that when we're engaged in downstream effort, I believe we're more likely to experience something

called "psychological flow." And when we're experiencing psychological flow - some of you might have experienced it before; we sometimes experience it when we're engaged in things like music or art - when we're engaged in psychological flow, we're so absorbed and engaged in what we're doing that time seems to get distorted, so time might feel like it speeds up or slows down; you might not notice time going by. It can be very difficult to distract you from what you're doing, the telephone could ring and you might not even notice it, and you might even be so absorbed and engaged in what you're doing that you become almost one with the activity. So for example, in the moments before an athlete scores an incredible goal, they might feel like

time slows down for them, they might not hear the audience around them, and they might feel like their body moves almost effortlessly in the service of scoring that goal. And in my opinion, psychological flow is actually the epitome of downstream effort because we're trying but it doesn't feel like we're trying. Now, another hint that you can use to find out if you're engaged in downstream effort is that sometimes synchronicity might be more likely to pop up in your life. So the perfect people, places, or opportunities might arise for you without feeling like you had to engage in that

much effort in order to make those things happen. So if you're engaged in downstream effort, the idea is to stay on that path because authentic success is likely to follow. Now, notice I use the word

"authentic success" here, so your success might not look successful to the people around you, but it will feel successful for you internally. So for example, someone who gets a divorce after spending years in an inauthentic marriage, their life might not look very successful on the outside. So they might lose their home, they might lose some access to their children, they might lose some income. However, their decision and their life will feel authentic for them. Now, if, on the other hand, you engage in an authentic life decision, and it feels like you're engaged in upstream effort, before you start trying harder, there are two questions that you can ask yourself. The first question is, "Is this a time in my life when upstream effort is necessary?" So there are some times in our lives

when we do just have to put in some extra hours, put in some time, and feel kind of like we're trying very hard. So for example, if you're trying to get your Master's or your PhD, sometimes that process can feel like a slog, it can feel like a lot of effort, but if that Master's or PhD is an authentic life goal for you, then you can remind yourself of your motivations for pursuing that degree, and that can then motivate you to continue. Now, also another question you can ask yourself if it feels like you're engaged in upstream effort is, Have my values changed? So there are times when we make a decision in our lives based on certain values, but then those values change over time. So for example, if when you first finished university,

you got a job so that you could get some financial stability in your life. But maybe three or five years later, financial stability is no longer something that is as important to you. That job might start to feel upstream because it no longer reflects your values. In these situations, we need to either quit or let go of or the very least, significantly alter the path that we're on so that we can course correct and bring ourselves in the direction of downstream effort in our lives. So I believe that there are many times when we're engaged in upstream effort when we actually need to quit or let go of something so that we can make room for downstream effort. And so my main point here is not that we stop trying. It's that you stop trying so hard at things that don't matter to you and start trying at things that do. Because when we engage in effort towards goals

that are personally meaningful for us, our trying doesn't feel like trying, and our success feels successful regardless of what it looks like to people on the outside. Now, this might sound relatively straightforward; however, very few of us are actually living this way. So, many of us exert enormous amounts of effort towards goals that are not actually personally meaningful. And even though the idea of downstream effort might sound a little bit counterintuitive, I believe many of us really resonate with the idea of slowing down and exerting a different kind of effort in our lives. And in fact, many of the world's great wisdom traditions actually emphasize similar concepts, like practicing

mindfulness, non-attachment, and emphasizing being over doing. So for example, in Taoism,

there's a term called "wu wei," which refers to a form of effortless effort. And Lao Tzu, a Chinese philosopher, who's considered to be the founder of Taoism, wrote: "Search your heart and see the way to do is to be." And so I'll admit that I don't have this process completely figured out, and my inner achievement addict is still alive and well and comes to visit me quite often, but when she does, I try to remind myself of some of the ideas and concepts that I've talked about today in order to do that course correction, to bring myself in the direction of downstream effort in my life. And so I would encourage all of you to take a good hard look at your own inner achievement addict, and ask yourself why you're doing what you're doing. What's motivating you?

Are you motivated by something that's true and authentic for you, or are you motivated by something that's external to you? And we might ask "Well, why is this important?" Well, I believe it's important because your health, your well-being, and your authenticity are more important than any job, any promotion, any salary, any degree, or frankly, anyone else's opinion of you. And when we get this, when we truly embody it and start living it, then we really can begin to achieve more by doing less. Thank you.

Stress is Killing You and How to Stop It _ Matt Ba

there is an epidemic plaguing our society 50% of you in this room right now are dealing with this 44 percent to be exact according to the American psychology Association this disease leads to other diseases like Alzheimer's cancer dementia heart disease and diabetes it also will make you overweight and unhappy it'll decrease the quality of your sleep it will also impact your sex life it will also affect and create anxiety depression and premature biological aging and the worst part about it all is it is a silent killer and if you don't take control of it it will be too late so what I'm here to do today is to give you the tools and strategies necessary for you to take control of chronic stress and like I mentioned in the beginning of this talk 44% of you are dealing with this right now so I want from a raise of hands I want anybody in here to raise your

hand if you had a stressful week raise your hand okay so the reason that this is so important and before I jump into the meat of the talk and give you those strategies and tools I want to make sure you understand what's actually taking place when you get stressed out so stress is actually amazing biological evolutionary tool that's helped us survive for millions of years through insane conditions and situations and it's actually something we should be proud of the problem is we live in a world today in 2019 where we have more stress inducers than ever before social media who in here right now can jump on there and compare yourself to everyone in the world versus just comparing yourself to your own personal network financial stress due loan debt financial debt relational stress

you guys get the point I'm sure everyone in this room is dealing with something right now and it's okay the problem is is if you don't take control of chronic stress what that essentially is doing to your body is

you're living as if a lion is standing right there in your life 24/7 365 which what is taking place is your body is turning on its flight or flight response and basically turning you into survival mode so if you don't know what stress is doing it's actually taking control of your biology which is okay it's meant to happen but when you go into the flight or fight response what is taking place is your body is turning off very important things like reproduction digestion it's creating more hunger and there's a million other things input a plethora of other things that are taking place and so what I want to do today is help you guys understand that you can actually take control of this and it's not too late so I want to start by explaining why I'm so passionate around this topic and why I want to help so many people deal with this so three years ago I woke up and this is what I saw in the mirror I was fifty pounds overweight I was balding skin rashes I had night terrors that night my wife and I were having

marital problems and a ton of other things I was I had a baby on the way and I just lost a ton of money and a couple business deals and I owned a business at the time as well but on Instagram and Facebook here's what everyone saw I was an entrepreneur 50 employees I had the luxury car at home my wife and I were living a happy life I had a baby on the way right and I was quote unquote happy if you looked at my life from the outside looking in you would have said Matt's doing great but inside all the other biological issues were taking place so what I started doing was I got so obsessed with figuring out how to handle this and how to fix it and so what I did is I started doing research reading hundreds of books on this topic and trying to come up with what was actually taking place because I did not understand as an ex-athlete why I was looking at this person in the mirror and when my son was born it just hit me over the head that I had to make a change and if I didn't I was gonna be a horrible example for him growing up as

well and so I want to start with step one so if you have a pen and paper in here I recommend you pull it out I'm gonna going over some very tactical logical and biological adjustments that you can make to handle your chronic stress so what we're gonna jump into is step one do not suffer in silence I have a very very large ego and that ego caused me to not talk to anybody about this I just suffered in silence I didn't tell my wife about it I didn't tell my friends my family I didn't tell anyone and here's my number one tip to anybody in this room that is dealing with stress find somebody in your life that you love and they love you and just have a conversation around what is actually taking place now if you want to take it as another step further I'm a huge believer go see a counselor go see a therapist get a life coach do something that is going to help you with what's going on in your life again 44% of people are dealing with this now this is all you take from my talk this

will be the most important just talk to somebody this will change your life instantly but once I started explaining this to people in my life it started allowing me to be a little bit more free and not lived a lie that I was putting out on social media and so step two which is now where we're gonna get in a little bit more tactical around how to handle chronic stress and I want you guys this is what really you should be taking notes on it's called a stress budget just like a financial budget where you're tracking your finances you can do the same thing with your stress everyone in this room right now has a different level an ability to handle stress so my I guess stress quota might be larger than yours or smaller than yours depending on how you grew up what you've dealt with in your life and so on so as you can see in the example behind me right there's three different types of stresses up there one that is very much shouldn't be a stress but for me cutting the grass is a stressor and my wife hates it red so I'm gonna walk you

through the mindset here so that's really low level stress but it's on my stressor it's one of the stressors in my life now I haven't had a death in my family but I want you guys to understand when we get to the scale here in a second that is probably the worst stress that you can have in your life is a death in the family okay so that kind of gives you a quick overview of the range okay so everyone in this room should look at this budget so the first thing is what is stressing you out what is actually taking place in your life right now that is causing you to be chronically stressed and it could be as small as cutting the grass it can be as large as you just lost your job right so if that's what's taking place or you have a huge financial debt or whatever it might be so first thing is is list everything that's going on in your life everything because what you're doing is your basic creating your budget and you're seeing where you're at right now then you're gonna move into time or money what is it going to take to solve

that stressor and just again we'll use cutting the grass as an example it's either gonna cost me twice a month 30 to 40 dollars to pay someone to do it or I can go spend an hour and a half to two hours to do it boom now I know that that's gonna remove it from my plate okay and as we move through this then you want to rank it okay from a scale from one to ten how stressful is it okay and everyone's different in terms of what their perception is of stress but again use that as kind of your ideal rating a death in the family is the worst thing all the way down to something as simple as cutting the lawn then is it in your control yes or no the worst part about stresses of most of us are not in control of certain things that we stress about every single day and if you're not in control guess what when you write it down and you look at it you can pull it from your sheet and then last but not least is when are you gonna plan to get it done when you're gonna plan to get it out what's your plan of action so what

you're gonna be able to do with this is figure out one how much stress can you really handle just like money how much money do you have coming in from your income how much stress can you handle

and at certain points in your life when should you take things off when you should you put more things on and again I have a huge ego like I mentioned earlier and sometimes I bite too much off that I can't chew and this allows me to actually know when to remove things off my list so that way I can be the best father husband business owner and so on so that's step 2 after you seek help so now we're gonna move on to step 3 this is where we're gonna get into more of the biological side of stress and how you can actually combat all those negative things I mentioned earlier right all the diseases is anxiety depression getting overweight and all that stuff so here's what this will do it'll actually do the opposite so there's study upon study upon study that talks about acute stress and what I call is trained or stressed muscle so if

you go to the gym which if you're like me I go pretty much every day and you lift weights what happens is you're ripping you're tearing the muscle fibers and whatever muscle you're working out and what's actually taking place is when you go home and you sleep that night it repairs itself gets bigger so it can handle that load the next time the same thing happens with stress if you do it correctly and what it's called is acute stress or hormesis and what hormesis is is a low dose of stress equals amazing biological benefits so all those negatives I mentioned in the beginning how do you combat them if you are able to do these four things and implement them in your life what you're gonna find is you're gonna be able to actually have the reverse effect which is a decrease in getting Alzheimer's cancer dementia heart disease diabetes your sex life is going to improve the functioning at least right you will be able to increase your immunity to sickness it will reduce your chances of getting anxiety depression obesity and it'll actually

increase your longevity in your life the four things I'm going to talk about right now is cold showers sauna intermittent fasting and lifting heavy now if you get a chance I recommend you

check out my other TEDx talk that I did

a couple months ago on those four specifics but here's what they essentially are doing to you they're turning on your stress response for a very short period of time and what they're doing is helping you become stress resilient just like lifting weights after you jump into a cold shower for three minutes your body is actually going into flight or flight response and then you hop out and you're gonna feel euphoric the reason you're feeling euphoric is because now you're moving back into your West rest and digest mode if you do jump into a sauna there study upon study upon study finish study that tells you that if you do it four times a week for twenty minutes each week you will actually decrease your chance of all-cause mortality which is dying from any disease by 40%

intermittent fasting which means that eating or drinking thing from 12 to 16 hours a day you can go as crazy as I do which I don't typically eat for 20 hours a day and I eat all my meals within a four

hour eating window what that does is it actually allows for you to clean out all the bad junk in your body it's called a toffee G and last but not least is we all know is everyone talks about going to the gym and lifting heavy all these are actually stressors that will help you become more stress resilient and what they're essentially going to do is combat all the negative but it's going to allow you to increase your stress budget it'll allow you to be able to handle real stressors in your life when they come along so that's step three step four is now where we're gonna get a little fun okay now as you can see their steps for a reason you have to go seek help first if you don't seek help then you can't move on to the next step okay and it doesn't have to be a professional help it could be just going and telling

somebody what's going on in your life after that you move on to step two which is putting together a stress budget as you can see as you're moving through you're starting to be start tracking yourself okay and if you track yourself you're gonna be able to discover what's actually taking place biologically so when you saw that picture of me earlier in my talk what you didn't notice is behind the scenes I was eating extremely unhealthy I was actually getting a horrible sleep I was super stressed out there was a lot of things going on in my life that were actually destroying me physically so what I discovered through all my research and tracking myself like crazy which anybody can do that in 2019 this ring on my hand right now it tracks my sleep it tracks my heart rate variability in my stress level and in it I can input in my phone the meals that I'm eating which will tell me how much sugar I'm eating as well so here's what this is this is track your s factors and what I came to is there's three variables that actually will help you

decrease your chronic stress biologically just like hormesis but this time around I'll explain so stress itself which we talked about leads to many different things the first thing it leads to is it increases your hunger if you're chronically stressed and here's why when you are in survival mode your body can't tell the difference between if you were living as basically living in the past where you didn't have food so as soon as someone puts food in front of you luckily stressed out maybe you haven't noticed this but you tend to eat a little bit more and you tend to still be hungry and a lot of people that are a little overweight don't understand that if all they do is reduce their stress level they're gonna instantly lose weight because they're not going to eat as much food and so stress being stressed equals more of a sugar addiction which I've I'm a huge sugar addict by the way okay and I've had to fight it over over my life but it leads to eating more sugar when

you eat more sugar it actually increases the quarters on sends the dorfman into your body and you get addicted to that feeling what's actually happening is it reverses and goes back and actually stresses you out more and when you're chronically stressed it affects your sleep and if there's one key variable out there that everyone in this room needs to go do research on its improving your sleep outside of stress okay but if you have if you're extremely stressed you're gonna have a

horrible night's sleep when you have a horrible night's sleep guess what you wake up and you're more stressed because what your body is doing is it's staying in the flight or flight response and it's actually just going in a circle and that's why these are all connected because if you get a bad night's sleep you're gonna think you're in survival mode so you're gonna eat more sugar when you eat more sure you're gonna be more stressed and vice-versa and so on and so forth so how do you track it I recommend

that you do this is why this is step four is you go out there and you buy something that can track it your iPhone can do it but you can get things like an aura ring a loop watch different things like that I have no affiliation with those companies but what it has allowed me to do is when I wake up in the morning I can tell if my body is stressed and what kind of workout I should be doing how much stretch I should be using that day what my stress budget should look like all the different quotas in terms of my life so again when it comes to track your ass factors this is where it comes down to you have to track your life you have to track what you're putting into your body and you have to track basically when you're sleeping and you have to track your stress levels so this is step four the last step which is basically staying consistent in creating a habit around all of this okay so what does that look like for the last three years I have not missed taking a cold shower at all I go to the sauna five times a week and I

know there's a little bit of a time investment there but five times a week I have in a minute fasted for at least the last two years single day and I lift heavy weights probably five times a week why because of the biological benefits and the stress reduction and what it has done for me is it allowed for me to improve right improve my stress budget and allowed for me to actually add more stress into my life and be able to handle it so I'll give you a quick example I only have a couple more minutes there and I want you guys to see so this week coming up to this talk I was actually just talking to my sister-in-law that I made it to the talk today which is great so on Monday my car which is the luxury car the the light came on the engine light came out right on Monday so I take it into the dealership they're like hey man it's gonna cost five thousand dollars to fix freaked out right like okay stress wasn't wasn't ready for that but here's the good news my stress budget had a

room for it so it came in we were able to go get a mechanic to fix it for 300 bucks then the next day somebody rear-end backed into my wife's car this week by the way back to the my wife's car she freaked out we took it to the shop they were able to fix it for like a hundred bucks it was a very quick fix right before coming to this talk yesterday my daughter who's a 10 month old right now it had a fever I had to take it to the doctor I mean I was late for rehearsals yesterday because of that now here's why I'm able to stand on the stage today and not be stressed out last night I had the best night's sleep you can possibly have and the reason I know is I tracked it right and when I woke up all those different things that happened throughout the week I was ready for because I have it in my

stress budget okay and I want to end with this I want everyone in this room that closed her eyes for me really quick I want you to take all the stresses that you have going on in your life right now and I want you to imagine that you have full

control over them in the next month how would you feel when you woke up in the morning take that couple seconds and that's what can happen if all you do is implement these simple steps again go talk to somebody add hormesis into your life put a stress budget together track the s factors and make it a habit and I'm telling you you'll live a happier healthier longer life thank you so much you

TEDxBloomington - Shawn Achor - _The Happiness Adv

Transcriber: Translate TED Reviewer: Ivana Korom When I was seven years old and my sister was just five years old, we were playing on top of a bunk bed. I was two years older than my sister at the time - I mean, I'm two years older than her now - but at the time it meant she had to do everything that I wanted to do, and I wanted to play war. So we were up on top of our bunk beds. And on one side of the bunk bed, I had put out all of my G.I. Joe soldiers and weaponry. And on the other side were all my sister's My Little Ponies ready for a cavalry charge. There are differing accounts of what actually happened that afternoon, but since my sister is not here with us today, let me tell you the true story -

which is my sister's a little on the clumsy side. Somehow, without any help or push from her older brother at all, Amy disappeared off of the top of the bunk bed and landed with this crash on the floor. I nervously peered over the side of the bed to see what had befallen my fallen sister and saw that she had landed painfully on her hands and knees on all fours on the ground. I was nervous because my parents had charged me with making sure that my sister and I played as safely and as quietly as possible. And seeing as how I had accidentally broken Amy's arm just one week before...

...heroically pushing her out of the way of an oncoming imaginary sniper bullet,

for which I have yet to be thanked,

I was trying as hard as I could - she didn't even see it coming - I was trying hard to be on my best behavior. And I saw my sister's face, this wail of pain and suffering and surprise threatening to erupt from her mouth and wake my parents from the long winter's nap for which they had settled. So I did the only thing my frantic seven year-old brain could think to do to avert this tragedy. And if you have children, you've seen this hundreds of times. I said, "Amy, wait. Don't cry. Did you see how you landed? No human lands on all fours like that. Amy, I think this means you're a unicorn."

Now, that was cheating, because there was nothing she would want more than not to be Amy the hurt five year-old little sister, but Amy the special unicorn.

Of course, this option was open to her brain at no point in the past. And you could see how my poor, manipulated sister faced conflict, as her little brain attempted to devote resources to feeling the pain and suffering and surprise she just experienced, or contemplating her new-found identity as a unicorn. And the latter won. Instead of crying or ceasing our play, instead of waking my parents, with all the negative consequences for me, a smile spread across her face and she scrambled back up onto the bunk bed with all the grace of a baby unicorn...

...with one broken leg. What we stumbled across at this tender age of just five and seven - we had no idea at the time - was was going be at the vanguard of a scientific revolution

occurring two decades later in the way that we look at the human brain. We had stumbled across something called positive psychology, which is the reason I'm here today and the reason that I wake up every morning. When I started talking about this research outside of academia, with companies and schools, the first thing they said to never do is to start with a graph. The first thing I want to do is start with a graph. This graph looks boring, but it is the reason I get excited and wake up every morning. And this graph doesn't even mean anything; it's fake data. What we found is -

If I got this data studying you, I would be thrilled, because there's a trend there, and that means that I can get published, which is all that really matters. There is one weird red dot

above the curve, there's one weirdo in the room - I know who you are, I saw you earlier - that's no problem. That's no problem, as most of you know, because I can just delete that dot. I can delete that dot because that's clearly a measurement error. And we know that's a measurement error because it's messing up my data.

So one of the first things we teach people in economics, statistics, business and psychology courses is how, in a statistically valid way, do we eliminate the weirdos. How do we eliminate the outliers so we can find the line of best fit? Which is fantastic if I'm trying to find out how many Advil the average person should be taking - two. But if I'm interested in your potential, or for happiness or productivity or energy or creativity, we're creating the cult of the average with science.

If I asked a question like, "How fast can a child learn how to read in a classroom?" scientists change the answer to "How fast does the average child learn how to read in that classroom?" and we tailor the class towards the average. If you fall below the average, then psychologists get thrilled, because that means you're depressed or have a disorder, or hopefully both. We're hoping for both because

our business model is, if you come into a therapy session with one problem, we want to make sure you leave knowing you have ten, so you keep coming back. We'll go back into your childhood if necessary, but eventually we want to make you normal again. But normal is merely average. And positive psychology posits that if we study what is merely average,

we will remain merely average. Then instead of deleting those positive outliers, what I intentionally do is come into a population like this one and say, why? Why are some of you high above the curve in terms of intellectual, athletic, musical ability, creativity, energy levels, resiliency in the face of challenge, sense of humor? Whatever it is, instead of deleting you, what I want to do is study you. Because maybe we can glean information, not just how to move people up to the average, but move the entire average up in our companies and schools worldwide. The reason this graph is important to me is, on the news, the majority of the information is not positive. In fact it's negative. Most of it's about murder, corruption, diseases, natural disasters. And very quickly, my brain starts to think that's the accurate ratio

of negative to positive in the world. This creates "the medical school syndrome." During the first year of medical training, as you read through a list of all the symptoms and diseases, suddenly you realize you have all of them.

I have a brother-in-law named Bobo, which is a whole other story. Bobo married Amy the unicorn. Bobo called me on the phone -

from Yale Medical School, and Bobo said, "Shawn, I have leprosy."

Which, even at Yale, is extraordinarily rare. But I had no idea how to console poor Bobo because he had just gotten over an entire week of menopause.

We're finding it's not necessarily the reality that shapes us, but the lens through which your brain views the world that shapes your reality. And if we can change the lens,

not only can we change your happiness, we can change every single educational and business outcome at the same time. I applied to Harvard on a dare. I didn't expect to get in, and my family had no money for college. When I got a military scholarship two weeks later, they let me go. Something that wasn't even a possibility became a reality. I assumed everyone there would see it as a privilege as well, that they'd be excited to be there. Even in a classroom full of people smarter than you, I felt you'd be happy just to be in that classroom. But what I found is, while some people experience that, when I graduated after my four years and then spent the next eight years living in the dorms with the students - Harvard asked me to; I wasn't that guy.

I was an officer to counsel students through the difficult four years. And in my research and my teaching,

I found that these students, no matter how happy they were with their original success of getting into the school, two weeks later their brains were focused, not on the privilege of being there, nor on their philosophy or physics, but on the competition, the workload, the hassles, stresses, complaints. When I first went in there, I walked into the freshmen dining hall, which is where my friends from Waco, Texas, which is where I grew up - I know some of you know this. When they'd visit, they'd look around, and say, "This dining hall looks like something out of Hogwart's." It does, because that was Hogwart's and that's Harvard. And when they see this, they say, "Why do you waste your time studying happiness at Harvard? What does a Harvard student possibly have to be unhappy about?" Embedded within that question is the key to understanding the science of happiness.

Because what that question assumes is that our external world is predictive of our happiness levels, when in reality, if I know everything about your external world, I can only predict 10% of your long-term happiness. 90 percent of your long-term happiness is predicted not by the external world, but by the way your brain processes the world. And if we change it, if we change our formula for happiness and success, we can change the way that we can then affect reality. What we found is that only 25% of job successes are predicted by I.Q., 75 percent of job successes are predicted by your optimism levels, your social support and your ability to see stress as a challenge instead of as a threat. I talked to a New England boarding school, probably the most prestigious one, and they said, "We already know that. So every year, instead of just teaching

our students, we have a wellness week. And we're so excited. Monday night we have the world's leading expert will speak about adolescent depression. Tuesday night it's school violence and bullying. Wednesday night is eating disorders. Thursday night is illicit drug use. And Friday night we're trying to decide between risky sex or happiness."

I said, "That's most people's Friday nights."

Which I'm glad you liked, but they did not like that at all. Silence on the phone. And into the silence, I said, "I'd be happy to speak at your school, but that's not a wellness week, that's a sickness week. You've outlined all the negative things that can happen, but not talked about the positive." The absence of disease is not health. Here's how we get to health:

We need to reverse the formula for happiness and success. In the last three years, I've traveled to 45 countries, working with schools and companies in the midst of an economic downturn. And I

found that most companies and schools follow a formula for success, which is this: If I work harder, I'll be more successful. And if I'm more successful, then I'll be happier. That undergirds most of our parenting and managing styles, the way that we motivate our behavior. And the problem is it's scientifically broken and backwards for two reasons. Every time your brain has a success, you just changed the goalpost of what success looked like. You got good grades, now you have to get better grades, you got into a good school and after you get into a better one, you got a good job, now you have to get a better job,

you hit your sales target, we're going to change it. And if happiness is on the opposite side of success, your brain never gets there. We've pushed happiness over the cognitive horizon, as a society. And that's because we think we have to be successful, then we'll be happier. But our brains work in the opposite order. If you can raise somebody's level of positivity in the present, then their brain experiences what we now call a happiness advantage, which is your brain at positive performs significantly better than at negative, neutral or stressed. Your intelligence rises, your creativity rises, your energy levels rise. In fact, we've found that every single business outcome improves. Your brain at positive is 31% more productive than your brain at negative, neutral or stressed. You're 37% better at sales. Doctors are 19 percent

faster, more accurate at coming up with the correct diagnosis when positive instead of negative, neutral or stressed. Which means we can reverse the formula. If we can find a way of becoming positive in the present, then our brains work even more successfully as we're able to work harder, faster and more intelligently. We need to be able to reverse this formula so we can start to see what our brains are actually capable of. Because dopamine, which floods into your system when you're positive, has two functions. Not only does it make you happier, it turns on all of the learning centers in your brain allowing you to adapt to the world in a different way. We've found there are ways that you can train your brain to be able to become more positive. In just a two-minute span of time done for 21 days in a row,

we can actually rewire your brain, allowing your brain to actually work more optimistically and more successfully. We've done these things in research now in every company that I've worked with, getting them to write down three new things that they're grateful for for 21 days in a row, three new things each day. And at the end of that, their brain starts to retain a pattern of scanning the world not for the negative, but for the positive first. Journaling about one positive experience you've had over the past 24 hours allows your brain to relive it. Exercise teaches your brain that your behavior matters. We find that meditation allows your brain to get over the cultural ADHD that we've been creating by trying to do multiple tasks at once and allows our brains to focus on the task at hand. And finally, random acts of kindness are conscious acts of kindness. We get people,

when they open up their inbox, to write one positive email praising or thanking somebody in their support network. And by doing these activities and by training your brain just like we train our bodies, what we've found is we can reverse the formula for happiness and success, and in doing so, not only create ripples of positivity, but a real revolution. Thank you very much.

TEDxToronto - Boonaa Mohammed _Kill Them With Lov

Transcriber: Ariana Bleau Lugo Reviewer: Hom Liu Show me a stranger and I'll show you a friend that you haven't met yet. Because the obstacle in the way of anything is usually just one of the prices of success. And people are more than numbers. To crack a smile is really no stress. Divide my time like economics, I love to say "Hi" and "Bye" less. Multiply first impressions by everything you might have guessed. Prejudice takes time but my time is business. And this just makes big dollars and sense. Why would you hate when love just costs less? In fact, the muscles it takes to make a frown make more work than to just turn it upside-down. But you hate it when I'm polite. Can't stand when I'm sincere. Call me all these names. Wondering why I'm still just standing here? Mainly because your ignorance leads me to believe that you really just need a hug. And I've been public enemy number one ever since I learned to kill them with love. I am a psychotic serial lover.

Seriously considering only complimenting our mothers, because whether you like it or not, I am your brother. A teddy bear terrorist chilling with my well-mannered crew. Yeah, you're a racist but I'm gonna still hold the door open for you. 'Cause seriously, dude, ain't no need for the attitude and I ain't mad at you, I had bad days too. Here's my celly. Let's talk. I'm a great listener too. Family driving you crazy, man, and I know I ain't do. Let me know. I love kids, I can be a babysitter too. Yeah, boy, 'cause I'm nice like that. I even watch your car if you promise that you'll be right back. So relax and be cool. Ain't no point in lying to you. I am a servant and my master sees all that I do. So tell me what you need, dude. A dollar? Here, take two. Achoo! May a lord bless you, guide you, and make things easy for you. This respect thing is just what I do. And it's past tolerating. It's on the path of understanding and appreciating you. So tell me what you're gonna do when the love come for you? Insult my heritage? We're both from Adam and Eve, fool! Oh, snap! How you like that? You gave me extra change and I gave it right back.

I let people pass when they wanna switch lanes 'Cause if it was me, I hope they'd do the same. You butchered my name but this is OK. It happens all the time. I won't correct it anyways. And it may sound strange but I'm a beat at change. Improve every day to prove their rudeness is lame. I believe in modesty and try to lower my gaze, and if everything is from above than everything is the same. I ain't impressed by money, cars, clothes, or fame. I am a Muslim, so the trinkets of this world don't mean a thing. I was taught that peace is not the absence of war. But peace is a feeling that can only come from remembering your Lord so for the sake of peace there's no point in hating me anymore.

It's a big place. We can all live together in this world. I invite you all to join me in this jihad of love, and see first hand why fundamentalism still begins with fun.

And if you don't agree I won't even judge. I just kill you all with love.

Techniques to Enhance Learning and Memory _ Nancy how many people would like to improve their memory all of us right memory failures are common we all have memory failures in our daily life and this is perfectly normal whether it be forgetting your car keys not remembering the name of an acquaintance or failing to show up for an appointment on time we all forget things we're not computers and our memories are not perfect but there are things that we can do to improve our memory functioning let's imagine for a minute that you have a medical illness that causes impaired memory substantially impaired memory there are many illnesses out there like this some have neurological causes like multiple sclerosis traumatic brain injury stroke others have non neurological causes disorders such as cardiac failure diabetes or perhaps major depression there are thousands of people out there that struggle really truly struggle with their memory

functioning every single day but we can help them recent research at Kessler foundations has focused on memory rehabilitation and I'm here to tell you today that we are making progress but before I go on to tell you about some of the techniques we've developed I want to talk for just a minute about the memory process memory is actually a very complicated process but it gets blamed for a lot of things that doesn't necessarily fail at so memory is composed of three stages the first is encoding the second is consolidation and the third is retrieval today I'm focusing on encoding and the reason I'm focusing on encoding is because that is where the vast majority of memory failures occur when I use the term encoding what I'm referring to is learning new information many of us think of learning and we think about students and indeed students do do a lot of learning and it's actually their full-time jobs to learn information but we learn things every single day of our lives we are

constantly relying on our learning and memory system so you may need to remember what to get at the store you may need to remember a series of to-do items throughout your day you're learning the name of a new acquaintance you're learning a new process that you might have to perform at work there are so many memory taxing situations in our daily lives that we can only improve our lives by learning this new information so how do we do that well a Kessler foundation we've identified several techniques that aid in learning new information and I'm going to tell you about two of those techniques today the first one is imagery imagery is the process by which we attach a mental image or picture to a verbal idea and you can do this with almost anything to take a simple example let's say you need to remember the word house you might picture your house by doing this what you're essentially doing is forcing your brain to duly encode information so the word house is being

processed and remembered by your verbal

memory networks in our society that's what we rely on constantly the image of the house is being processed and remembered by your visual spatial memory system which is located more posteriorly in your brain so what you're doing is you're increasing your brain activity and you're helping your brain to learn new information in more than one manner so many people say well how does this help me I have to remember six or eight things to do and instead of remembering the things to do what you're simply telling me to do is remember a bunch of pictures I still have to remember a whole bunch of stuff and that's my problem well the secret is to combine unrelated material into one image so you can take five six seven ideas and you can incorporate them into an image and I'm going to show you an example of this let's say that you're leaving for work in the morning rushing out the door you have no paper you can't write anything down you have to remember to call your mother that day you have to remember to buy butter and apples on

your way home you have to remember to pick up coffee for your 9:00 a.m. meeting because you want that meeting to go well coffee always helps and finally you need to remember that last night when you were working you had to change your network password and it's now blossom those are five completely unrelated pieces of information that you're going to need throughout your day you can combine them into one image and I'm going to show you how if you look on the screen in the center of the screen you see a face a picture of a mother that is best that the best image of the mother that you can use is your own mother because that's the most salient image for you that's the easiest image of a mother for you to call to mind so that would be person specific Jane's mother probably different from Tom's mother next you'll notice that the particular mother on the screen is sitting in a butter churner and this is to demonstrate an example perhaps the person who needs to remember this information is a history buff and the

image of butter churner pops to his mind very simply so that's how he puts his he portrays his mother that is not going to work for most of us but it will work for this one individual so this is how he pictures his mother on the table next to the mother you see an apple here it's pictured as a red apple but perhaps you like green apples or you like gold apples so maybe you picture a different apple on the table if your mother really likes apples do you might picture your mother eating that Apple anything that makes that image more salient and more specific to your experiences and your memories next to the Apple you have that cup of coffee remember you have to pick up coffee on your way to your 9:00 a.m. meeting I want you to notice something about that cup of coffee that cup of coffee isn't an on-the-go cup and there's a reason for that the reason is that when I have my coffee I never ever sit down at a table and have a cup of coffee I'm always running from one place to another and I have the on-the-go cup in my hand

that's alien to me my husband on the other hands sits down at the kitchen table and has his cup of coffee in his mug every single morning his image would be different his coffee would be in his mug because that's a very easy image for him to call to mind the final thing you had to remember was that last night you had to change your network password to the word blossom that seems like it should be easy to picture blossoms fairly simple you could picture a bouquet of flowers you could picture a garden you could picture many many different things tulips roses but how do you remember that the word you need to retrieve is blossom not bouquet not tulips not garden it's blossom well this is how I would do it I associate the word blossom most strongly with the cherry blossoms that bloom in Washington DC that's just the most the strongest memory of that word to me so that's what I imagined someone else may be very different so as you can see you could take several very very different pieces of information combined them into one

image and make those items much easier for you to remember so now instead of remembering that you have to do these five things throughout the course of your day you have one image and when you visualize that in your minds it calls to mind these five different things that you must do throughout your day now let's move onto another technique and the reason I present these techniques together is because very often we teach them together we have a treatment protocol where we take we teach patients with MS and patients who have traumatic brain injury to use these tech in their daily life the second technique is context context refers to what comes before or follows a word so if I need to remember the word house going back to our previous example I might say the old house on the hill was charming I've enriched my memory for that word by providing more semantic meaning to it it's old it's charming and it's up on a hill so much richer memory for me now just like imagery you can do this with

extremely unrelated material so now let's use another daily life example let's say that you're running to the store and you have to pick up string beans hot sauce and a mop three completely unrelated items located in different parts of the store that have very different uses how might you remember this how might you put this into a context what you could create is a mini story where a man walks into a restaurant he orders string beans with hot sauce on it proceeds to get ill and the Busboys had to come over with a mop it's a little bit crazy not likely to see it in your everyday life however that little bit of eccentricity makes it easier for you to remember it so the true power of context comes when you combine it with the imagery and I'm going to show you how to do that now so you have your little story of the man in the restaurant ordering the string beans in the hot sauce let's create a mental image around that story your image might be a static picture because that's how

you think so you have a picture in your mind's of a young man sitting in a restaurant and he's he has string beans in front of him with hot sauce on top and maybe you have the Busboys off to the right holding the broom with his hand on his hip waiting for that little that man to get sick so that's one

image if you'd like to do it in an image format someone else may think more in a movie reel perhaps someone else would envision the man walking into the restaurant sitting down ordering his hot sauce and his string beans and then he sees him get ill he sees the waiter come over and clean up the mess either way it works but you have to do it in a manner that works best for you so a tesslar foundation we've been doing this research in traumatic brain injury of multiple sclerosis we teach these two techniques in a tenth session treatment protocol it's five sessions per week for two weeks and what we find after treatment is a significant improvement in someone's memory abilities on our paper and pencil tests of memory

functioning where we ask patients to remember a list of words they do substantially better after treatment than they do before but more importantly these patients are reporting that their memories in daily life are better they're able to apply these techniques to their daily life their memory dysfunction is less impactful on their daily life they're able to participate in society they're able to manage their finances they want to pursue meaningful employment which they weren't able to do before hands because these memory difficulties can be so debilitating so that's a tremendous finding finally and perhaps most interestingly depending on your backgrounds we also see that the brain changes how it's learning and remembering information in only 10 sessions across five weeks we're changing how the brain is working and that's a pretty amazing finding so on the left side of the screen you see brain function when somebody is learning information before treatment just normal learning on the right side of the screen

you see the brain of someone learning information after treatment those little red areas indicate areas of brain activation those are areas where the brain is active when it's learning information so what we see is significantly more activity after someone learns how to use these techniques than before and this was a monumental finding that we're actually able to change brain function in such a short period of time now we've shown that these techniques are helpful for persons who have multiple sclerosis persons who have traumatic brain injury and we have additional research on it ongoing but what's important to everyone in here today is that these techniques are helpful to everyone everyone can use these techniques they're very simple but they require practice a lot of practice you don't necessarily need to go to therapy to learn the techniques you can simply start to visualize things start with one item and then make it two items three items bounce your ideas off your significant other the way we teach the

techniques is we ask people to visualize that's how we start we give them a story and we ask them to visualize they communicate their visual their images to us and we provide feedback we tell them how they might visualize better in a manner that might be more memorable for them and we do the same with context so you can do this at home you can work with somebody else to try to improve your ability to visualize information and therefore remember information the message I want you to

take home with you today is that memory is not static we can improve it with effort but it takes effort and like everything else it takes practice practice practice practice so I'd encourage you to try these techniques and I hope that you like what you say thank

The Art of Stress-Free Productivity_ David Allen a Transcriber: Martin Laclaustra Reviewer: Denise RQ The art of stress free productivity is a martial art. I'll start with a quick little story. 1990. I took an overnight sailing trip with my girlfriend at the time to Santa Cruz island, that is part of the Channel Islands, at 26 miles off the coast of Santa Barbara. It's a rugged, beautiful island but the coast is very rugged, sheer cliffs, a lot of rocky outcroppings. We anchored in a tiny little cove, there are not many of those, we anchored in one as it was getting dark. We went below to make dinner, and the wind suddenly came up to a howl as it does in this area, by the way, pretty easily. As I'm making dinner, I got the queasy feeling our boat was moving and sure enough,

our anchors were losing their grip. That's very uncool. In a tiny little cove, where the wind is howling, and about 50 yards away, at the end of the cove, a very nasty sea is brewing; so we ran up top, turn on the motor so we could get some control of the boat and, sure enough, I ran over the rear anchor line, which chokes the prop. We now no longer have control of the boat. We are now at the mercy of wind which is actually whistling down that canyon and blowing us out of the cove into the open ocean, but then down along that coast, right close to those cliffs, I radioed the Coast Guard. They let us know it would be three hours before their heavy weather rescue boat would get there. So we're pretty much at the mercy of all of this. We got our things ready to go overboard in case we hit the rocks.

The boat and even our lives were at risk. And almost simultaneously, we both looked up at one point, and notice the most incredible, dramatic, beautiful full moon. And amidst all that chaos, we actually had the experience of this wonderful zen-like peace. I tell you that story because everyone of you has something similar, I'm sure, in your history, where you were in something you might, in retrospect, call a crisis and somewhere along the line you found yourself "in your zone". Time disappeared. You were fully present. You were totally engaged with what was happening. You were in a productive flow. And if you had the luxury to stop for a minute you may have then had the experience of a wonderful sense of being present, like my girlfriend and I did that night. See, interestingly, crisis can actually produce a kind of calm

that's rare to find sometimes. Why? It demands it. Because it's the calm that comes from those behaviors that create the kind of positive, productive, engaged experience that moves us into "our zone". Very clear on the outcome for us that was "live", instantly making intuitive action decisions and taking actions, being meaningfully engaged toward that outcome. And everything else in our life was put on the back burner, so that we would be totally present about what was happening. And you

probably experienced that too. And maybe you had this sense of that peace. Wouldn't it be nice, by the way, if you could experience that kind of peace that kind of productive engagement, without having the danger or stress of a crisis force you to? It actually is possible.

Let me give you a little secret. "Getting things done" is not about getting things done. It's really about being appropriately engaged with what's going on. "Appropriate engagement" is the real key here. Many times, not getting something done is how to appropriately engage with it. Every one of you, hopefully, is appropriately not engaged with every single thing else aside from listening to me right now. So there's some key, there's something unique about being appropriately engaged. Why does a crisis get us there? Because it forces us to do those behaviors that get us there. Now, there's a lot to unpack about this idea of appropriate engagement. I'll hit the highlights of it, but a few indicators of this would be... think about: are you appropriately engaged right now

with the project you are on? With the paper you need to write? With your cat? With the holiday coming towards you? Are you appropriately engaged with your health? Are you appropriately engaged, by the way, with all the stuff you've heard so far today that might be I might/would/could/should/want to do that? Do you have appropriate engagement with that? An indicator, by the way, that you don't have to go very far to find opportunities to be more appropriately engaged is to just notice what's on your mind. Any of you have anything on your mind aside from listening to me? Any of you have any strategic and important stuff on your mind? Interestingly, the more it is on your mind, the more it's not happening, the more you are inappropriately engaged with it.

Why it's not on cruise control? It's only on your mind because you know there's still some thinking or some decisions about that you haven't made or you haven't parked the results of that into some trusted systemic process that you trust will be triggered at the right time, in the right way. You actually don't have to finish those things, folks, to be appropriately engaged and to get them off your mind, but there are very specific things that you do need to do about that. So there's a number of paradoxes, by the way, that happen about all this material; there some counter-intuitive things about what I'm going to be sharing with you in the next few minutes. You are going to need to get comfortable with that if you want to get to this place of productive engagement without a crisis forcing you to do that. The big paradox is

that all the complexities of all the stuff of your life in order to manage that you just need three core principles that you understand and apply. It's not about the new smartphone. It's not about a new elegant planner. It's not about a new piece of software. Those are cool tools, but only insofar as you use them to apply those key principles. Once you get those principles, you make your own system. A second paradox here is that the initial moves, and behaviors, and best practice of this may very

likely, for many of you, initially, feel very awkward, very unnatural, and even unnecessary. It's exactly like learning moves in a martial art, which I did years ago. If you want to learn how to maximally produce power with the karate punch, you're going to have to spend hundreds of hours doing something that feels very awkward and very unnatural as a movement.

Hundreds of hours doing that! Once you do that, by the way, you'll never go back to anything less, in terms of producing power. Some of the things I'll be recommending will be just like that. For instance, don't keep anything in your head the rest of your life. That's going to feel unnatural, awkward, and unnecessary. Every single thing you're committed to finish that takes more than one step to finish it, you need to clarify exactly what that outcome and project is and put that on a project list that you look at, at least once a week. Every single next action you need to take about any of your commitments you are involved in, you need to clarify and park those in appropriate places that you'll see those actions on a regular basis. That's going to feel awkward, unnatural, and unnecessary. But the final paradox about all this

that wraps all that together is that some very specific but seemingly mundane behaviors when applied, produce the capacity for you to exist in a kind of sophisticated spontaneity which, in my experience, is a key element to a successful life. Now, I'm going to reinforce why I think this is critical, what it would look like if you were wildly successful doing this? And I'm going to give some hows, how to do that. But what's the problem? The problem is when you're not in crisis. There's a more subliminal crisis that happens. Why? The whole world now is allowed into your psyche. Boom! You now get to experience all the stuff that you would/could/should/ need to/might/ought to, all the stuff piling up in your in-baskets and emails while I am speaking right now. All of that now floods into your psyche,

and that could easily create a sense of overwhelm, a sense of confusion, a sense of conflict. Every single thing seems to demand equal kind of attention from you. And then, you usually respond to that by either numbing out or getting in the crazy busy. And then you blame that stress on the lack of time, "Oh! I just have... Oh! God! All I need is more time!" Well! I'm sorry! Leonardo da Vinci, Thomas Jefferson, Einstein, Mother Teresa, only had 24 hours. Johann Sebastian Bach only had 24 hours. I know he didn't have email but he had 20 kids.

And you say, "Just give me two more hours! David, two more hours, please!" You know what you'd do with two more hours? You'd have two more hours

of overwhelming stickiness. Actually, for most of you, it'd be a good thing you don't get two more hours. Because the issue is not time. How long does it take to have a creative idea? Zero time! How long does it take to be inspired? Zero time! How long does it take to recognize an opportunity you

could leverage or you could take advantage of? Zero time! Time is not the issue for those things. There is something required for those things. What's that? Psychic bandwidth. You need space to think. Believe me. Every executive I coach, once I put those words on, "Oh yes! I need room to think. I need space to be able to be creative, be innovative, all that stuff I am being tasked

to do, to be a leader, all that stuff. I just need a room! And if you don't have psychological space you could have two hours of free time and waste it. If you do have psychic bandwidth, two minutes on an elevator, you can have a cool idea and have a fabulous relationship with somebody that moves the needle. So this is the real key issue here. Is the lack of the bandwidth to be able to engage with that appropriately. Even worse than that is that our creative energy is then not available to be creative. Our creative energy is being used to try to patch up, and handle, and try to remember, and remind, and try to do all that stuff that most people are trying to manage: all the details and stuff of their life in their psyche instead of in a system. Just trying to keep up with the mess. And by the way, life is messy if you haven't noticed. Actually, mess is cool.

Actually, the most productive times I'm in is when I have the freedom to make a creative mess; you too. I need room to be crazy, to make some mistakes, to brainstorm, to be chaotic, go a little off the edge. That is going to be your most productive time. It is when you have that kind of freedom to do that. However, folks, if you're already in a mess, you've no room to make one. If your kitchen is a mess, you don't have time or the energy to have a creative dinner for your friends. If your desk and your office are a mess, you don't have room and space to be crazy about some new project and spread out, and have a brainstorm with ideas. If your email is backed up on you with 1,000 unprocessed emails and you got 3,000 other things going on in your head,

you have no space to take advantage of discretionary time that may show up in terms of being creative, in terms of your energy. The results of that, if you're trying to use your psyche to manage that mess and you never get out of it is that you get the results of two things that are the critical elements of self and organizational productivity. You'll lose perspective, that is, you'll lose the ability to put your focus where you need it on exactly the thing you need it at the horizon you need it, and/or you may be experiencing the results of what happens when you lose control, that is, I now don't have stability, and I don't have the freedom in my head to be able to put the appropriate tension and execute on it when I do. So those are the two key elements. Folks, you can't manage time. You don't mismanage five minutes and come up with six. The only time that you think

you need time management is when one or both of these two dynamics are sub-optimal. Either things need to be more under control or more properly focused. If you map those two things together, what do you get? If you are on the bottom left here where you got no control and no focus - Ever been there? - that's your basic victim experience. You know, driven by the latest and loudest.

For the most part, most of us are thrown there by our own over-commitments and creativity in which you can't even try to come up for air. Now if that part of you shows up that has high focus and perspective but no control, now you're the mad scientist, now you're the desperate artiste, now you're the crazy maker with all kinds of crazy ideas and no constraints of what you do;

and you have nothing very well-organized. In the middle the morning, you decide to go buy the new iPhone which your IT department won't support. On the other hand, if you get down in the weeds and say, "I need to get 10,000 things organized, I need to get all this cleaned up and even;" and now you are getting into micromanagement. If you don't have appropriate focus, you can get down in those weeds and hung up in them like crazy. And you spent a lot of time doing a lot, trying to get organized about things that may not be that important. Like in the morning, you were a crazy maker getting the new iPhone, in the afternoon, you spent two hours of what could be a strategic afternoon, trying to set up the right ring tones. Here's what's true about all three of those folks. You'd better get ready for what's coming towards you.

You will be sub-optimal in terms of your ability to handle the surprises, and they're coming. Good, bad, or indifferent. They're coming. Trust me. And you want to be optimally available for those things, when they come to you. Everybody says, "I'm doing OK." And I doubt if many of you in here will feel motivated enough to go do what I'm talking about because some part of you may not be feeling that it is that bad. Of course, you got a job. You are doing fine. You've relationships. You have money. You are doing OK. I'm suggesting though if thousands of people would implement what I'm sharing with you here, it could be a whole lot better. How sustainable is your life and workstyle right now in terms of the long howl? How available are you to all kinds of creative things that are right around you right now, but you don't have the bandwidth

to recognize and take advantage of them? And it could be a whole lot better. What would better actually look or sound like? Well, let's use a metaphor from nature. Nature seems to get a whole lot of stuff done but it is not stressed neither worried. You know, there just seems to be a sort of natural rhythm about how things happen here. So, if you go back to our matrix and say, "Look! If I had just the right amount of perspective and just enough structure, just the right amount, so that I got the stability to focus on that, and then to execute on it, now you're in the captain commander modality, which, by the way, is very cool, because that's the place that you're then going to be able to engage with life and your creativity

and what was designed for, which is using your creative intuitive intelligence, you know, in the new frontiers, you're going to much more be in your zone as a normal state as opposed to an exceptional state. And you are going to be a whole lot more capable of dealing with surprise and change as it is coming at you. And, by the way, it's coming faster and faster. That's what's new about the world; it is

how frequently everything is. Be ready for that. Basically, I refer to it, I use a martial arts term which is "mind-like water". A body of water responds to physical forces around it totally appropriately. It doesn't over-react or under-react. You throw in a pebble, it does pebble. Back to calm and balanced again. You throw in a boulder. What does it do? it does boulderness.

It does it very dispassionately. It doesn't tense up whatever the rock is. It doesn't get all mad at the rock for having disturbed its calmed life. Back to calm and balanced again. Out of these metaphors from nature, I've got a couple lessons I've learned. Lesson number one is, "Hey folks, flexibility trunks perfection. Way, way, way beyond." Life is not static, folks. There is no perfection. Or if there is, it means I'm now married myself and matched myself to the dynamics of life and its activity. The second lesson I've learned is: I need the ability to be able to shift my focus rapidly; in, out, up, down, quickly. You know, in very few minutes I might deal with a family issue, and then take out the garbage, and then be dealing with a business negotiation, and not take one to the next, but be fully available for each thing

given it is appropriate due. Most people are taking one meeting to the next. Most people take home to work and work to home. That's not "mind like water". Here's what you are really after. You want the ability to be able to put your focus exactly where you need it in the way you need it, and not use your mind to be trying to accumulate stuff and avoid it. Big key! If you don't give appropriate attention to what has your attention, it'll start to take more of your attention than it deserves. So, the weird, strange thing here is you actually have to use your mind to get stuff off your mind. So you have to apply a process to be able to get the stuff out of there. It won't happen by itself. How do you do that? Key number one. Get it out of your head. Simple, but boy, is that a big habit

for most adults to change! Anything and everything that's potentially meaningful, write it down. So I'll challenge all of you: to pick the next 24 hours. Keep a pad and pen with you, if you don't have it already. And don't have a thought twice. Little, big, personal, professional, just get it all out. You don't have to do anything with it. Just capture anything that's pulling on your psyche, that's going on, that it is not on cruise control. And I guarantee you, if you do that process, that thousands of people that we've had do that process absolutely would guarantee that once they've done it, they have a whole lot better sense of control and perspective, and are more appropriately engaged with what they're doing not what they should be doing. That is just stage one.

Stage two, which is necessary, because once you do stage one, you'll still see a bunch of stuff on that list that still needs more thinking. Most to-do lists are incomplete lists with still unclear things, by the way. What you see on to-do lists are things like budget, mom, dog, babysitter. Well, I understand that sort of probably indicates something, you've got to do something about, but what exactly is the work you need to do? That's the second thing you'll need to do. It is to take those things you've

identified that are yanking your chain, and you need to make some really specific decisions about what does the work involve. And there are two key questions you need to ask about everything on your list: "What outcome am I committed to finish?" so that you can define that target out there. What's the project about the budget?

About the dog? About the babysitter? And identify those; and then, you need to ask yourself, "What's the very next action step I need to take to move forward on that, if I were to going to move on it?" Outcome and action: zeros and ones of productive behavior. What we're trying to accomplish? How do we allocate resources to make it happen? But you need to apply that very specifically, if you want to be appropriately engaged with anything yanking your chain out there. The late great Peter Drucker, you folks should know about, would tell everyone of us his knowledge workers are the toughest admonition; your toughest work is defining what your work is. He'd put it in broad terms, this is very specifically what he's talking about: what is the work embedded in that? And getting very clear about it. I guarantee you that if you sat down

and take at least a few things off your list and make these decisions: What's the project? Write it down. What's the action step? Write it down. You will feel exponentially more appropriately engaged with your world. Never seen an exception to that. Then, of course, that's going to feel great, but then you're going to be up against another wall because you're going to look at all that-- By the way, most of you have between 30 and 100 projects right now. And most of you have between 150-220 next actions right now. So, you're going to very quickly leave "mind like water", when you look at that immensity. Unless you start to put it all together. So, in all of that, what you're going to need are maps. You need the appropriate maps of all the projects, you need the maps of all the actions you have, and there are other maps

you'll probably need to have. What's my job? Key areas of focus and accountability. What are the things in my personal life I need to watch, and manage, and take care on a regular basis? That's another great map. So, you need to build maps of all of this, so that you can step back and see the whole "gestalt" of what your life is involved in, so that then, you can make good intuitive decisions about what to do. By the way, once you experience that, I've never had anybody make that list and not come up with, "Oh! That reminds me!", and at least add three, or four, or five significant projects to their list they needed to; they were already there but they were just more subtle, more strategic; they had not identified them yet. So, I guarantee you those three things. I may have just jumped you back into reality, and maybe reminded you

that you're not a productivity ninja yet. That's OK. It doesn't take you long to get to where you want to get to about this. Very simple folks! Just write stuff down. Decide actions and outcomes embedded in them, get yourself a map of all of that, so you can step back and take a look at it. And

then, basically, you use the map to decide, "OK, here's the course that we're going to go on." You then launch the ship on a trusted course on the short term, as well as on the long horizon that you're moving on. And then, on some regular basis, you need to reassess, "OK, we need to take in new data, clean up, recalibrate, and refocus for the next leg of the journey." It's that simple. By the way, my girlfriend in that adventure did not stay my girlfriend very long,

she quickly became my wife, and for the last 22 years, we've experienced and enjoyed lots of planned and unplanned adventures. So, my wish for all of you is, for all of those adventures coming towards you, and they're coming towards you, In order to take maximum advantage of them, find your own ways to be appropriately engaged. Thanks for listening.

The Cycle of Ambition _ Au Soriano _ TEDxTaftAve

I've out sorry I know and I was born to a very simple family my mom never worked my dad my dad was an engineer but since there were seven of us kids there wasn't a lot of money to go around we live in a place called bhava malunion so for those of you in the north so this is somewhere in the north five hours travel from here by bus and our house was beside a train station at the age of seven again because there wasn't a lot of money to go around my grandmother was trying to help my parents earn some money and at the age of seven years old I would actually go to the train station and sell ice candy you guys know what an ice candy is right okay so it's like you know flavored water put in the freezer then you sell it very like well during my time I think I was selling it for like 25 centavos Bob Loblaw Union is located in a place where there are a lot of nice beaches so on playground our man was actually the beach so I think when I was around eight

or seven years old I went to the beach my parents didn't know about it and before long I didn't know that I was already far and I think I drowned fortunately well I wasn't meant to die young fortunately I just swayed by the waves and found myself on the beach so I survived it I went to high school in up in a school called Sacred Heart so it's a it's a Catholic school also in Baba malunion it's a nice school unfortunately it wasn't the school that would prepare me for big universities like Mapo Institute of Technology my dad was an engineer and I guess because of that I got inspired I also wanted to be an engineer I took the exams but I know I did not pass because after the exams my dad would go to school he went to Papua talked to some people and before I know it I was in so I wasn't really meant to be there but I guess you know destiny said I have to be a McCool graduate so I struggled all my life throughout college I didn't really have what it takes to be in a school as

popo Institute of Technology especially during my time during my time only about 10 percent of the part of the students were women and most of my classmates came from Philippine science vanilla science high school Mabuhay La Salle and I was just from Sacred Heart School of Bamiyan so it

was struggle the whole time but I had to do something about it I came up not graduate because again we came from a very very simple family when I was in college there was three of us who were in college my my elder sister my elder brother and myself my tuition was actually funded by family and friends by my aunts and uncles and friends of my mom so it wasn't it eh I have to I have to finish my studies no matter what as expected after graduation so I managed you know every semester I would you know I would always be at the verge of getting kicked out so for those of you are familiar with Makua during my time about half of the class would actually fail and be kicked out so by the time you graduate

you want a promise of my first year only ten percent actually make it to graduation but somehow I made it know so every semester every summer I would take classes to make up for the subjects that I failed and after five years I made it I took the licensure examinations but as expected I fail I was never become an engineer because unless you pass your your board exam you cannot earn the title of being an engineer but I graduated I had to work I had to help my parents pay for the education of my younger brothers and sisters so I had to work during my time I graduated in ECE open tahun a meal had PLDT but those who are we if those who are really really smart they go to Eastern and feel calm but me it's again I'm rich long fo I'll go to PLDT almost all of us went there in applied I was rejected I did not even get past the first stage the first page you submit your application then normally they called you in for exams I never even got there that was years later I became a single mom I er boyfriend

we had an unplanned pregnancy his mother specifically wasn't very happy about it his mother actually didn't like being the mom the mom thought I was too ambitious apparently the mother was param our opinion and that is to marry a traditional Filipino wife who stays at home take care of the kids and I wasn't near there so I was very aggressive I was working all the time so there so this is during the baptism of my eldest daughter and I my well the father wasn't there I was all alone in fact when I when I you know and when I give birth it was my officemate who brought me to the hospital some time 2004 I was diagnosed with breast cancer stage 2b so it's it's it's not early stage it's also it's already more less advanced stage I'm gonna talk about that more when you look at the things that happened in my life I should be having an awful life right now but actually I have a very fabulous life I have my family now every

year for like a month we'll go out of the country we live in a country like a local we experience locust to experience local local food we drive around as if we are part of the community this is the photo this one of my favorite vacation we've had this is a New Zealand it's such a beautiful country we took a helicopter it to go on top of a mountain because my dream was to be standing on top of a snow-capped Mountain so we did that that was really good so I would like to connect the dots now so why were those things happening to me because I believe those things happen to a person for a

reason I was born poor but I was lucky because now that I am an interpreter I can actually say I lived amongst my market I know how they feel I know how they think I know what they need therefore I know how I can sell right when I was selling ice candy I was actually experiencing entrepreneurship something that most people learn in school learn in books I

learned by doing at the age of seven years old this is the first time where I experienced being successful I would go home every time I finish my ice candy I'd go home and I would have a profit of like ten pesos pretty it wasn't about the money it was about the feeling of success and that's feeling that I experienced as a seven-year-old I carry up to now when I do me my when I deal with my business well we know the word who got the back you who got back in the coop or actually came from that I know that it's gonna be hard but at the end of the day I know I'm gonna earn ten pesos and I know how it feels I wasn't gonna die young not by drowning because I was gonna be a sexy and awesome scuba diver so I I became a scuba diver and you know Philippines has got the best scuba diving sites in the world I've dived in other countries and you know some Batangas pollen pollen asila so scuba diving is what helped me respect nature and actually help in taking care of it I did become an

engineer because I did I didn't pass the board exam but I had to work so what happened was I ended up exploring other path and that path is sales and marketing in the telecom industry it turned out that it's more you actually earn more money if you're in sales in marketing that if you are an engineer you know it's so funny one time I was in the mall and then I met one of those guys who tried to bully me in college because I wasn't very good they were I think that guy was an honor student and he said wow how are you fine I'm fine I said oh hey Alamo owl I'm working for PLDT and I am the senior supervisor of this department I said okay congratulations or how about you are worried now what are you doing can I have your business card I said okay sure here's my business card he looked at it globe telecom assistant vice president and it said Oh can I have your business card and said oh that's okay no it's okay Emma I'm in a rush Xabi left so you know I fail my board

exam but I didn't know that that experience was gonna lead me to something that is more financially rewarding and if you look at my classmates during my batch I think I'll probably be in the top 2% who made it financially well I was rejected by big companies I was rejected by pldt so what I did was I ended up working for a small company called our CPI most of you would probably won't know our CPI is but during the time it was dealing with telegram even um time mayor and major colony on telegram but the nice thing about working for small companies is that you get to do actual work I've never heard about Jack Ma of Alibaba said you should actually work but big companies teach you about processes small companies will teach you real work so that's what happened to me very early on in our CPI I became an assistant vice president at the age of 24 the youngest ever in that industry because casick intelligent choices male heir so in an affair but the nice thing about that is

when I

move to another company then I moved to Globe Telecom I had to carry that title so all of a sudden I was also an assistant vice president of globe telecom headed after that I progressed I became a vice president in smart communications and they didn't smart that's when I discovered ideas space is an incubation program i won in their competition and I got funded to start up my company called pin I travel single mom I'm no longer single mom the guy eventually became my husband and okay what I forgot to mention earlier is that when we were fighting I actually sued him and he's a lawyer yeah because what happened was he didn't want okay he acknowledged that the child is his but he didn't want to sign the birth certificate because once he's inside the birth certificate he'll gonna be forever accounted for everything that my daughter would mean so what I did was I sued him so when I saw him that's when he started to softening up then we started talking and then things got better we got back

together and then got married so so I'm not a very happy housewife I have a very happy wife because I have a husband who knows what I am capable of I was diagnosed with breast cancer in 2004 so I'm not with my 11th year Steve Jobs was also diagnosed with with cancer and one thing that I remember that he said was that knowing that you will die will actually help you focus on what is important in life and what is important is family and friends and leaving a legacy do something in this world before you leave it this is not originally mine I I heard this I got ideas from the internet Who am I I am an interpreter what do I do I do something that will help the public transportation who do I do it for the politically correct answer there is I'm doing it for my country I'm doing it for the industry I'm doing it for blah blah blah but the truth is I'm doing it for my kids I'm doing it for my nephews and nieces unfortunately some of my brothers they're not really well off so I've sent his kids to school in the same manner

that my aunts and uncles sent me to school I am sending these children also to school and the reason I'm doing that is that I wanted to show them what is possible I want them to feel the responsibility to other people not only to people related to them I did somebody did this for me I'm doing it for them and I expect them to do that for the next generation imagine if every person in this earth has that sense of responsibility that we are responsible for the next generation thank you

The Danger of Ambition _ Michael Mitole _ TEDxPSU

it all began for me a junior in high school at the time inside the four walls of my english classroom there were 20 of us in that classroom tired but curious souls doing all that we could to keep our eyes open at what felt like the crack of dawn our teacher was an eccentric woman and it was self-evident from her loud colored shawls to her glowing jewels pearls and stones she was exactly what you

would expect from an english teacher who could change your life for better or for worse we sat each morning in her windowless classroom in the lower level of our high school fluorescent lights up above us cast a dim yellow glow upon the room and her

stiff backed chairs did much to posture us upright as if to remind us that the ideas we were to encounter in her class are to be engaged with seriously indeed her classroom was a funny looking jail cell and she knew it too where i sat right above my head was a giant picture of moby dick and there were some mornings i thought i knew the terror that captain ahab must have felt in chapter 133 when the sun eclipsed by the visage of a giant whale was the final thing that he saw before he was dragged to his demise and all around us the great quotes and ideas of authors and philosophers and thinkers adorned the walls and so it was in our junior year that our teacher decided that we would read all of the great works of literature that characterized the

western canon so that as we read through this pantheon of giants we arrived at f scott fitzgerald whose pen gave us the great gatsby the quintessential story of american ambition thinking back on it now i wonder if my teacher knew the enormity of that selection for us much less for myself because in this next year this word ambition would be what we use to describe ourselves on our college applications it would be the word that we asked our recommenders to describe us as and it would be the word with which we justified our lofty and wishful future plans as we read the great gatsby we became familiar with the world in which the real fitzgerald and the fictional jay gatsby lived a world characterized by material

success and social climbing a world you could say very similar to ours today and i still remember the scene after gatsby's violent death where nick carraway the narrator and mr gatz gatsby's father are having a colloquy in which mr gatz describes the man that his son could have been were it not for his ambition and that was the first time that i encountered the idea of ambition as an instinct as an instinct towards greatness you see much of my class and even many of us here today have grown up hearing all about the notion of the american dream that if we aspire to success in this great country and if we have the means and the ability to execute on our dreams that the treasure chest of opportunity might open itself up to us for even a moment but it was in reading the great gatsby

that i had a different epiphany that the person who aspires begins by looking outside and the person who is ambitious begins by looking inside the tale of ambition is a tale as old as time itself adam and eve as some translations tell us cause the fall of mankind due to their ambition and if there is a story in any of the world's religions that is most representative of the idea of ambition it would be the story of the tower of babel where the people of shinar said go to let us build a city and a tower whose top may reach unto heaven and the story goes on to describe how god did their confound their language that they may not understand one another's speech elsewhere around the world we see

the danger of ambition manifest in the

stories of other belief systems gilgamesh in the epic of gilgamesh resolved to instantiate his name where as of yet no man's name has been written icarus son of daedalus longed for one drought of flight to quench the thirst of his captivity in literature we see the danger of ambition destroy the lives of great men and great women shakespeare in his day did much to form the literary perspective of ambition in hamlet dreams are indeed ambition for the very substance of the ambitious is merely the shadow of a dream in macbeth i have no spur to prick the sides of my intent but only vaulting ambition which overleaps itself and falls on the other and in julius caesar the knife plunging brutus says of his friend as he was ambitious i slew him

or we can look to the revolutions and the moments that brought humankind forward and see that it was individual ambition manifested collectively that brought us the enlightenment the renaissance the scientific and industrial revolutions leading adam smith to say individual ambition serves the common good or we can consider the thinkers nietzsche marcus aurelius seneca lao zoo aristotle people who toiled for centuries to frame our conceptualizations of ambition leading machiavelli to conclude what province or what city escapes it everywhere ambition and avarice penetrate and lo we see the long arc of ambition even extend into our present day kony 2012 where ambitious filmmaker jason russell alerted the public consciousness to the heinous crimes committed by ugandan

dictator joseph kony so much so that he roused the public's desire to see his 2013 arrest however under the weight of newfound visibility and responsibility jason russell suffered a psychosis and his organization was no more how about elizabeth holmes of theranos the youngest female self-made billionaire whose ambition it was to solve the world's ills that led to one of the largest corporate scandals in modern history in education we see the ambition of wealthy parents to see their children placed in america's great institutions of learning bring us the college admissions scandal and so in a sense we've gathered all of the prominent threads that weave through the ambition narrative and we're left to ask what is ambition is it an instinct towards greatness or is it the road that leads

to destruction and as i've thought about this i think that the answer resides in how we define greatness i think of greatness as four things accolades achievements actualization and contribution accolades are how society recognizes greatness we bestow upon the greatest among us all of the spoils of fame the riches of accomplishment and the honor to be had in recognition achievements are what happen when we succeed in the things that we resolve to do and certainly these achievements can be richly personal yes but the ambitious tend to pursue things of collective and social value actualization refers to the idea that abraham maslow put forward in the 1940s that to actualize is to become more and more that which one is to become all that one is capable of

becoming and finally contribution refers to the

notion of the magnum opus that we can take all of our education our experience and our creativity and channel it into one thing that we give back to the world and so with this concept fleshed out we can see that there's a deadly gap that forms for the dangerously ambitious the dangerously ambitious only focus on accolades and achievements they lose out on actualization which is to say they lose themselves in their pursuits and their contribution is not excellence but destruction that's what became clear to me as i read the great gatsby that dangerously ambitious people do not ask who am i becoming and what will i leave behind me here's another way to think about this imagine that your potential is a path that you

walk and that ambition is the force that compels you to continue forward on that path the danger of ambition is when we use accolades and achievements as the guideposts along that invisible path such that it either leads us astray or causes us to stop short of who we could become or what we could do but the journey of ambition is when we come to the end of ourselves and continue to walk in order to discover what might be left to find and so while i'm here on this stage talking to all of you about the danger of ambition i must admit that this is also a message to myself because the fear that lives in the heart of every person who would truly regard themselves as ambitious is the very real possibility that my name

that your name that our names might be added to the long list of those before us who have fallen due to ambition it's easy to discuss ambition as something that exists outside the realm of our experience that is until it reaches our locality either in ourselves or in someone that we know and so it did for me this past year i worked for one of the best consulting firms in the world and i remember after a late night client engagement i was in an uber headed back to my hotel and my uber driver asked me what i was doing in such a big city like chicago all by myself and so i replied with what my dreams were and the degrees i had yet to obtain the career that i wanted and the things that i wanted to do when i was older such a long answer to a simple question

and he looked up at me through his interior mirror and he gave me a soft smile he looked up at me and he said son i used to be just like you i used to be just like you i had aspirations and ambitions and things that i wanted to do until i woke up from that dream i woke up from that dream and i looked around me to see that all that i had were the vain glories associated with the pursuit of something inherently empty and so he said to me son don't forget what i told you here today don't forget the example that my life provides and i can't say that i did so what are we to say for ambition is it worth it to want to be great to make our lives significant to have an impact to endeavor is it worth it i think that the answer is yes the poet dean young would say

that the failure is not to fall but to fall from no height and i would add my own formulation onto that idea that the height of our ambitions make them worth the journey and certainly worth the fall for it is better to fall having your ambitions than it is to fall with your ambitions having you thank you

The Human Brain_ Hardwired for Spirituality _ Trac

So today we're going to talk about the human brain but probably in a way that's different than you've ever heard before so there's a lot of talk in the lay press about concept of neuroplasticity or the ability of the brain to change itself and I use that in my clinical work every day but very few people are talking about the fact that our our brains are genetically hardwired for spirituality when we activate those centers we actually can change ourselves humanity and the world and prevent the careening path of self-destruction that we're currently taking so what is it that you care about is it your health your family the environment perhaps the political state of the world the Syrian refugee crisis and how it has the world divided instead of United whatever it may be I'm here to be a source of

inspiration that we have the power to improve the human condition that that power resides within ourselves in our modern day Society we tend to look externally for the solutions to our problems for our own happiness for our sense of well-being we also tend to look externally for validation day on my performance or we look for our own self-worth but if we look back in history and ancient cultures realize that they knew it all along and that the secret lies within ourselves and our ability to rise up and connect with those higher centers and change our level of Consciousness in our modern world a picture of our brain our Reptilian Brain and what it's concerned about fight flight food and fornication because unfortunately in this world we are being misled and we are being taken advantage of we are taught to feel small and separate and that the way to make

ourselves a place in this world to go and be competitive and to fuel ourselves on our differences rather than our shared path we are taught to use this brain and I might ask you especially in in light of recent events how many politicians do you know that are coming from a place of fear or power or perhaps making mistakes in the fornication department and unfortunately that's the basis of our reality and the basis of every reality TV show I have had the great m watch but we have the power to rise up if we look at some of the most inspiring leaders in our history Martin Luther King Mandela Gandhi they came from this beautiful place of love and selflessness compassion and they understood the connection between one another connection between the planet and they made incredible decisions that were for the betterment of humanity even our most revered scientist

Einstein in a letter to his daughters back in the 80s said if we want our species to survive if we are to find meaning in our life if we want to save the world every sentient being on it then love is the one

and only answer perhaps we're not yet ready to make a M of love so powerful would entirely destroy the hate and selfishness and greed that just devastate the planet today and so with this knowledge I'm going to ask you what are you going to do about today and tomorrow I began to ask myself this question in my 30s I had several degrees I was a smart person full of ego and self-importance importance and yet I was making bad decisions how was this possible and when I realized in retrospect that I was making decisions based on triggers from my past from my unintegrated emotional experiences I was basing my decisions on fear my Reptilian

Brain and so I realized I was an academic Superstar living my life as a lizard how incredibly depressing I was a prisoner of my own unmutual thoughts and it was at that time I realized that my brain was my greatest asset but it was also my greatest weakness and so my path of self-discovery began I looked at different cultures and I started to study a lot of the different spiritual traditions and in medicine I decided I'm going to study Chinese ARA and go down to the States and study functional metabolic medicine and that eventually led me to the brain because I figured out if we take care of the brain we take care of the rest of the body so what I found when I was researching the different spiritual Traditions is that each one in their own way and their own language had a specific set of anatomic structures in invisible that led up to the brain and when activated could bring about this

change in ourselves an unbelievable feeling of connection an outpouring of the heart for love and forgiveness and understanding and even if you practice and are disciplined enough some huge Bliss dates where it feels like you're having a thousand orgasms and it lasts for hours I mean who wouldn't want to do that so an it doesn't matter where you look because you could look in the Indian uh viic texts or the yoga sutras or the dowst Alchemists or the Chinese meridians or this is more in the biblical meditation and the cabala and the tree of life and the Spheres every religion has a pathway and it's not necessarily religion but let's just say spiritual path that gives us to those higher sent so it's time for us to wake up and activate these higher centers and power up our brains so let's look at the science so just as Newton and Einstein studied invisible phenomena that Cann not be seen with the naked eye they were

able to measure the effects and with the advances in neuroimaging today with functional MRIs that measure blood flow and quantitative Vegs that measure brain flow spec scans and other computerized programs we can measure the effects of activating these centers so I began to map the brains of great meditators and in fact there's a whole new field of science called neurotheology that's used to categorize these extraordinary findings this is one of my subjects Dr Carlos on he spends his life trying to save the sacred oral Traditions that are being lost on our planet every day as great Masters pass on and he had one of the most beautiful brains I've ever examined so I'm going to show you a picture of us most of us these are beta waves can you kind of see that they're

all like choppy and saw like this is us when we're paying attention when we're focused but it's

also that crazy busy brain that drives us nuts of what am I going to get for groceries I'm trying to go to sleep I can't think that how am I going to do tomorrow blah blah blah all this noise and chaos and often a lot of us especially with all the technology and all the noise out there and I love the previous talks about getting into nature because this is the best way to lose that and when we have this noise we have a sense of unease and what I found in my practice is if we live with that unease long enough it becomes disease so I want you to contrast remember this and look at Carlos's waves see this beautiful undulating flow those are alpha waves that's the Still Point in the brain now people we can achieve that when we're in meditation or a quiet State he's awake and he's not meditating in other words he's mastered the meditation in the waking State his brain is always like that and the Beautiful

part about that is not only is he calm but he's not affected by his external environment nobody has the power to ruin his day because he's connected and he's happy there were a lot of findings on Carlos's brain that I couldn't understand so I sent the data down to the States and a couple weeks later and I called these guys and I said what do you think and they said we have never seen anything like this this brain is not human and I said I can assure you it's human but what they were referring to is that Carlos was vibrating at a frequency of 59 Hertz he had gamma waves between 53 and 59 most of us are over here 8 to 12 so you think H what's a big deal he's vibrating higher the thing is over here I have increased mental acuity I get to see the whole picture I get to make great decisions from this place and all of my synoptic connections are working in my brain other people are doing this research Eileen Lutters at the UCLA lab of neuroimaging has done some

fascinating work looking at the G of the brain and found that in eight weeks of meditation we actually increased our cortical external cortical structures and at Harvard they looked at a university of or the hospital of Massachusetts where they've done meditation and they've actually so increases in Gray matter decreases in that Amala that's that fear and anxiety Center increases in the parts of the brain that hold that beautiful empathy there's also Richard Davidson's work at the University of Wisconsin and he's been working with Tibetan Monks for some time now and he's been able to demonstrate that these monks they're very happy Happ because they light up this beautiful part in the left prefrontal cortex that's associated with the Positive emotions and in fact they've shown that the levels of dopamine and endorphins and serotonin are raised all of us want that high and I see in my practice so many times people get hooked into the path of addiction whether it's food or alcohol

or drugs because they're trying to self-medicate their brain with this dopamine High and they don't realize that our bodies are pharmacological warehouses and that if we know how to do it we can

access it and have this High all on our own so this brings me to another brain that I studied his name was Bill he was a retired 80-year-old Professor halfway through the test that's Barbara on the left halfway through the test I had to stop it because I said your brain has not aged you have the brain of a 20-year-old because you see at 3 320 milliseconds we're 20 at 400 milliseconds we're demented we only have 100 milliseconds in brain speed to lose in our lifetime and if we don't do anything about it every decade of life we get a little slower but in fact memory is not part of the normal aging process and so I asked them you have the secret no one's going to be changing your diapers your physical body is going to wear out way before your brain what

have you done and I was surprised and he said I've always had love in my life and my father taught me to let stress roll off my back like water off a duck's back and you may think well that's not my life you know he must have lived a blessed life because I've gone through a lot of stuff but guess what his son committed suicide and his first wife passed away he had endured serious traumas but but he had learned how to activate these centers and he was a wonderful and beautiful happy Man still alive today so what does all of this tell us so if we connect with these higher centers we feel better our brains work faster our brains actually get bigger physically so it's a no-brainer let's get off the couch and connect never out that a small group of thoughtful commis can change the world indeed it's the only thing that ever has these are my friends meditating in the Alps this summer from Paris from Mexico City from Texas and I would say to each one of you

each one of you is a critical Link in the chain of Consciousness that's required to change our reality and our world so let's wake up and change our brains I leave you with a last Slide the brain we develop reflects the life we lead thank you

The Missing Ingredient in Self Care _ Portia Jacks

what do you think of when you hear the term self-care I used to think self-care met massages pedicures and retreats it was a reward a luxury of time and resources so what changed seven years ago I experienced two life defining moments within two months of each other the first was earning my doctorate in public health the second was being diagnosed with chronic kidney disease as I prepared to enter a career in management consulting I was bursting at the seams literally the medications that I was taking were leading to uncontrolled weight gain still I wanted to make a good impression my first client required four days of travel per week I worked long hours without complaint and that I barely noticed when each day walking from my office building to my rental car became more and more of a struggle and my legs were beginning to feel like they were

tightly packed into my skin like sausages it wasn't until I was in my hotel room that night and I couldn't sleep from the pain that I began to realize something might really be wrong so I did what

anyone might do in that situation I turned to Google for answers when it failed to provide me with a clear diagnosis I reluctantly asked my manager to meet me in the hotel lobby and drop me off at the emergency room on her way to work the next morning there I found out that a blood clot had formed in my lower right leg if you're keeping track I was now dealing with chronic kidney disease and a blood clot and if you think that because I have a doctorate in public health I listen to my doctors when they told me that two medical conditions and a stressful career were a bad combination and that this led me to an epiphany on the urgency of self-care you'd be mistaken I was paired up with a peer mentor from the National Kidney Foundation to help me wade through my

diagnosis I can remember asking her several times early on exactly how hard can I push without getting sick she listened and she was patient but she would never answer my question it wasn't until I went through multiple periods of disability leave related to my condition that I was ready to change and my question shifted instead I asked how can I best take care of myself I had to redefine my identity outside of what I did for a living I thought about what first ignited my passion for public health I wanted to understand how cultural and social factors shaped the health of black women growing up in South Central LA I had experienced firsthand how preventable medical conditions like high blood pressure and diabetes were ravaging the lives not only of black women in my community but in my own family I reflected on my cultural messaging I had grown up surrounded by strong female role models many of them were the first in their families to attend college they worked in environments where they weren't

always treated fairly or with respect and I now realized the same strength I saw as admirable was also a burden a survival mechanism that often meant their own needs came last health problems often took their lives prematurely or compromised our quality of life next I reflected on broader societal messages that I received around success phrases such as work hard play hard or burn the midnight oil or worse you can sleep when you're dead rang through my head I realized I believe that the roadmap to success required me to prioritize work and study over less important tasks including South care and that I've been rewarded all along for neglecting to care for myself and now my recovery depended on me disrupting that cycle I decided to define self-care for myself as any practice that helped me to manage my stress and promote my well-being I'd like to use a self-care assessment that has been widely adopted by researchers and practitioners to walk you through

six categories of self-care that I applied in developing my own plan my physical self care includes walking or dancing for a minimum of thirty minutes five days per week and accessing routine medical and dental care my psychological self-care involves writing in a journal daily for self-reflection this allows me to better understand my needs set realistic expectations and process stressful situations my emotional self-care means having compassion for myself every day of my life my spiritual self care involves connecting regularly with my source of faith in hope being part of a

faith community and spending time in nature my a relational self-care involves regularly scheduled down time with my husband and other family as well as my friends and finally my professional self-care involves pursuing work that is invigorating for me setting boundaries around that work and establishing mechanisms for support from peers and mentors I didn't figure this all out alone I had help from family from

friends from therapists with the help of my doctors and trainers I decreased my stress improved my nutrition and physical activity regimen found effective medications and shed 40 pounds for my highest weight over time eventually entering remission today I feel better and stronger than before the self-care practice I shared with you continues to evolve as I go through new challenges I still struggle occasionally with anxiety and yeah and I still go through sudden unexpected health events this past year I was diagnosed with fibroids benign tumors growing in my uterus just four months ago I made the decision to undergo a hysterectomy at the time I knew a few women who'd been through that there were my age and I often felt alone I knew I wanted to change that for the woman who came after me during my recovery I became vocal about my story posting regularly on social media as I did this a tribe of women began to form around me women who were willing to honor my decision and share their own as

we shared each other's experiences I felt less alone the platform that I'm standing on today is a privilege it allows me to use my story as currency and use it to empower others by transparency and a vulnerability allows people who may not feel comfortable sharing their own stories to participate in critical conversations on self-care I believe the problem with self-care is that it's focused on the individual it reflects society's value of self-reliance it's flawed my larger vision for self-care is communal with individuals benefiting from the lived experiences of others from social support and accountability I believe that self-care is a daily practice that should reflect your interests needs and preferences and it should have room to evolve with you over time in order for some self-care to be practical however it must be supported by resources on multiple levels this is the social ecological model it's a multi-dimensional model used to explain that behavior such as self-care are not

solely determined by the individual rather they're influenced by environmental factors on multiple levels for example your self-care practice is influenced by the practices of those that you interact with on a regular basis what you do for a living where you live the resources you have access to and the policies that govern your society I'd like to use this model to show how you and I can play a powerful role not only in engaging a self-care for our selves but also making it a reality for others in our communities at the individual level we can make sure that we know important information to monitor our health such as our blood pressure we can also engage in healthy behavior such as regular physical activity and adopting a diet that is healthy and sustainable at the interpersonal level we can tap into the power of lived experience we can share our stories and hold space for the

stories of others we can provide and seek social support and accountability and we can establish

healthy norms among our peers and colleagues at the organizational level we can help to establish a culture of self-care in the organizations that we are a part of leaders in the workplace can serve as champions for self care modeling behaviors that sustain performance over time such as asking for help not rewarding overwork and encouraging employees to take regular vacation to recharge at the community level organizations can work together to create environments that facilitate self-care such as making sure they're safe places to exercise and ensuring that healthy food is affordable and accessible at the policy level we can advocate for policy changes that help to dismantle stressors that are systemic in nature such as racism and income inequality these are both drivers of differences in health that are unjust and avoidable the missing ingredient in self-care is a multi-level approach self-care should be practical holistic inclusive and it should be supported by resources on each of these levels I

believe there's something that you can do to take action on what I've shared with you in today's talk first develop your own self-care action plan think about what you can do on a daily weekly or a monthly basis to facilitate self-care in your own life focus on practices that are accessible affordable and attractive to you I ask you to prioritize your own self-care first because your wholeness is vital to fulfilling your purpose and sustaining this work over time second I ask that you take action on one of the levels that I've shared with you today each of us has the to share our stories and not only address our own behavior but write letters to legislators at the local state and national level for example you can advocate for policies on health care to make sure that is affordable and accessible for all if you have a position of leadership in the workplace or in the political sphere use your leverage to make self care a practical reality for all whatever your position

is start where you are and do what you can when it comes to self care we are all in this together thank you

The Muslim on the airplane _ Amal Kassir _ TEDxMil

Translator: Rhonda Jacobs Reviewer: Peter van de Ven Whenever I travel, I carry a little metal box of Altoids mints because after a four-hour, 7 AM flight, everyone has bad breath, so almost anyone is willing to take the mint from the Muslim on the airplane.

And I know I've been successful when my neighbor turns and asks, "So, what's your name?" You see, even if there was an elephant in the room, I'm still the elephant in the room. Yeah! When an elephant offers you mints on an airplane, I'm fully aware that it's not always easy to accept, so when the courageously curious do pop the what's-your-name question, I try to make it worth their while.

My name is Amal. It means 'hope' in Arabic. Most days my name is waitress at my family's Damascus restaurant, full-time university student and then some, pre-law, world traveler, 11 countries. My name is I've performed poetry in eight of those countries. International spoken word poet, unapologetic Muslim woman. Syrian, American, hijabi, activist, social justice advocate. My name is writer, teacher, Colorado-born Mile High baby!

But at the airport, my name is random search.

And on the street, it's terrorist, sand nigger, raghead, oppressed, and on the news, it's ISIS, jihadi, suspect,

radical. My name is, "Could your Muslim neighbor be an extremist?" My mama, who wears the hijab, the Islamic headdress, is often referred to as "Go back to your country," but she's from Iowa!

And her nickname is Lisa Pizza.

And it does not take more than a couple questions to figure out that her country is the Council Bluffs cornfields.

But, how would someone know this without asking? They say the shortest distance between two people is a story. Well, I elaborate on that to say that the greatest distance you can travel in the shortest amount of time, is by asking someone their name. The way we name ourselves is a reflection of who we are, our declarations, family histories,

the things we believe, the morals we abide by, our homes, cultures, transformations. Like a Mohammed turned Mo, or a Lisa Pizza turned Iman. And how we name others, and how, if, we allow others to name themselves is a reflection of our own declarations, of our courage, and our fear. The malleability of a person's story must be self-determined, coming from the lips of the storyteller, not the anchorman, not the megaphone, not even the scarf on her head or the melanin in his skin, because no one can speak the names of billions in one breath, unless it's in prayer, and oftentimes when we generalize, it isn't because we're praying. And when we don't ask someone their name, we're not asking for their story. In the world of mass media and rampant misinformation, it is hard for anyone, including myself, to deconstruct all these terrifying stories that we hear.

Sometimes, instead of isolating them, individualizing them, we tend to paint a group of people with a broad brush, until suddenly, everyone with a hijab on is a raghead that needs liberating, or everyone with white skin is a racist cracker, or everyone with black skin is a fatherless nigger, or everybody

who looks like my father is going to blow up the airplane, or if the killer had a light complexion, he's just a mentally fragile lone wolf. And we come to this point where we feel like we don't even need to ask people their names because we already gave it to them. In Europe right now, a monumental name change is taking place that has completely transformed a humanitarian responsibility. Countries are deporting refugees, but when you watch news coverage, these refugees are being referred to as migrants. Because let's face it, deporting migrants

sounds way more reasonable than deporting individuals who have been forced to flee their country because of persecution, war, and violence - the United Nations definition of refugee.

And in naming these people this way, we've attributed to them a choice instead of a circumstance, some economic gain instead of a desperation to flee a war zone. These little ones are refugees, not migrants. I took this photo last year at a refugee camp on the Syrian-Turkish border, and contrary to popular belief, they aren't poisons. They're not here to steal our democracy or to take over our neighborhoods. They're people, families who wish that they could go home but have had to make that home somewhere else. And we've come to this point, where the word 'migrant'

essentially means piles of brown, foreign-speaking people, and we end up forgetting that there was a point where some people would've considered those who looked like this to be migrants as well.

Right, though?

And it is in this forgetfulness that we assume, monopolize on people's stories, attribute their race, social class, religions, clothing to the names that we chose for them. Terrorism is a fine modern-day example, unfortunately. In the past few years, so much violence has just spread across our country, but when you watch the news, there's always a specification as to whether or not terrorism was involved, which I think we all know means the killer looked like this.

Which...

He's a babe! Which must mean...

Which must mean that the killer, of course, pledges his allegiance to this.

Right? But correct me if I'm wrong, news coverage does in fact tend to be a little different when the terrorist looks like this.

And it ultimately has us forgetting that terrorism, by definition of terrorism, has always come in all

shapes

and colors.

And what happens when we confine certain names with certain depictions, wrongfully excluding some and including others,

we end up caging masses of people under a name that says 'dangerous,' even if they're nowhere near it. Like when we say 'thug' instead of 17-year-old black child.

When we say 'alien' instead of 'immigrant.' When we say 'lazy poor people' instead of 'unequal wealth distribution.' When we say 'bomb' instead of 'clock.'

This man's name is Craig Hicks. He's often referred to as a parking dispute, but his real name is a man who shot and killed three Americans in their homes, in their heads, execution style because they were Muslim. His name is hate crime. Their names are Deah, Yusor, and Razan, a 23 year old, 21, and 19. Deah and Yusor were just named husband and wife, newlyweds, and the three were known by their loved ones

as sons and daughters, brothers, sisters, students, activists, Instagrammers, tax payers, Americans. But now, their names are too young to have been taken, their names are rest in peace, Allah Yerhamo. Hicks did not ask them their name. He assigned it to them when he assigned them each a bullet, named them a threat to his America, and as a result, took their lives. This is a photo on Deah and Yusor's wedding day. It's so beautiful. They were killed before they could even see this. Studies show that during breaking news coverage, the first story is the one that sticks, even if it isn't true. Like during the Paris attacks, when there was talk that refugees were dangerous because they found a passport, only to later confirm that there were no Syrians or refugees involved.

But when we have such a huge habit of misnaming people, it's easy to overlook these kinds of mistakes. And this is exemplary of what happens in a culture of fear. In a society that doesn't ask one another their names, you end up with the mouth of an anchorman or the mouth of a gun doing all the talking. On September 11th, 2001, I attended a private K-8 Islamic school, and within the first hours of the tragedy, my school received two bomb threats. The word 'terrorist' was not on my spelling list, but all of us kids picked it up pretty soon after. And in naming us terrorists amidst this mass tragedy that affected us as Americans too, in the words of Dalia Mogahed, we were not just mourners, but we were suspects as well. But, a few months ago, me and my very handsome,

white-boy-looking brother named Usama were at the museum buying planetarium tickets, and an

elderly white man walked up to me and said, "I'm sorry about everything you must be going through right now. I want you to know that not all Americans believe what these buffoons are saying."

"Yeah, he used the word 'buffoons!'"

And he said, "I want you to know that we stand by you." Now, had I not been wearing a little piece of my identity on my head, he wouldn't have known to tell me this. And even though he didn't ask me what my name was, he instead told me his. I have learned from experience that when someone really wants to know, they will be willing to cross that threshold of fear and find out that my name means hope. And then, they'll have the courage to ask the much more important questions

that probably only I can answer, like, "What's that thing on your head? Were you forced to wear it? Are all Muslims really violent people? Does the Quran really say to kill all of us? Can you please tell me what's up with ISIS?" And these questions, though seemingly uncomfortable, are how I know that I have been humanized, and are how the courageously curious know that really, I'm only as scary as the silence fear festers in. Upon meeting someone new, we ask their names. We do not assign it to them. And with that name, we are given ancestry, bloodlines and dialects, books and poems, perspectives, wars, struggles, and survival stories. "What's your name?" is such a short distance to cross, but when you ask me, oh, buddy! I will take you from Kuala Lumpur to Barcelona to Beirut.

We're going to go to Damascus, to Sydney, to Trinidad and Tobago. I will show you Mecca, my closet with 70-plus international scarves, the graves of my 31 family members who've been killed in Syria, the coffee shop that I hang out at and do my homework. But we must have the courage to claim our curiosity, to go beyond anything we ever knew, anything we ever feared. But it takes two: the elephant who offers the mint and the one who takes it.

The Myth of Productivity and Hard work _ Laziza Ro Transcriber: Lieu Le Reviewer: Anna Sobota
We all heard this statement, Nothing comes without hard work and No pain, no gain, right? Well, forget all of that. My name is Laziza Rozukulova and I believe in the statement, Work smarter, not harder. And today, I'm going to tell you how. To tell you some of my stories, I always struggled in school. When I came to elementary school, I was the very youngest in my class, and I was struggling to fit in. I would get pressured by my teachers to get high grades, but never achieved that. I felt like I was always disappointing my parents, especially since my older brother has always been the most diligent student and on top of his class. In middle school and high school, the same story continued.

I would fight with science subjects, struggle with having endless to-do lists and never keeping up

with them, constantly being late on deadlines and feeling overwhelmed. The journey was tough, but it allowed me to grow as a person and as a student. One of the major reasons I failed to do what I had to do was that I didn't know my Why. We all need to find ourselves what is the exact reason we want to do a certain task, how it will be beneficial for our goals, for our future, also define what is productivity for each of us and build up that trust towards ourselves as to be confident in the decisions that we make. And I succeeded in that just recently. Over the course of the holidays, I had an internship at a private hospital for two weeks. I was assisting a pediatrician. There were some minor tasks for me,

such as weighing kids, measuring them, and so on. And honestly, I just adore kids. I love the part of me that they had discovered while I was working with them. It was a life-changing experience. After that, I decided right away that this is what I wanted to do in the future, my whole life. And, I never saw school the same way again. I never saw subjects like chemistry and psychology the same way again. I finally realized, why I chose certain subjects, why certain topics were taught, and how it would be beneficial for my future patients. And today, whenever I struggle with my studies, I always remind myself that I'm doing this for them, for those kids, for my future patients, for their love, for the job that I really love and want to do. And sometimes even that doesn't help. And for the days

when I feel too overwhelmed, I see the simplest trick. This technique was introduced by one of my favorite influencers of all time, Mel Robbins. And the technique is to count down from five whenever we feel overwhelmed and start executing immediately. The scientific part of this trick is that our brains are wired to protect us. Evolutionarily, we have to protect our cells from predators, and even to this day, whenever we feel triggered, our brains turn into this fight or flight mode, which is when we want to fight or run away from everything that feels difficult. What this technique does, it blocks the triggering process so we don't switch to that mode also allowing us to take just a minute to calm ourselves down and makes it much easier to start. For me, working smarter is not wasting my time on something

that I'm not interested in, and taking action because I want to, not because I have to or someone is asking me to. So I hope my example can motivate you to find your inspiration to keep going, to keep climbing that mountain, to find your why and start working smarter. Thank you.

The Philosophy of Time Management _ Brad Aeon _ TE

when I was six years old my biggest fear was to get bored I used to make to-do lists every single day so to always have something to do but one day I was watching this documentary on sea turtles and it said that sea turtles can live up to 150 years of age and I realized as a six-year-old kid and I'm probably not gonna live that long I'm gonna die it was such a strange realization don't you feel weird

sometimes when you realize that no matter what you do in life still gonna die in the end so I ran to my mother and asked your mom is it cuter we're all gonna die someday you me dad my friends and she said yes we're all gonna die there's nothing you can do about that and I was terrified I started to cry I cried so hard because of what death meant it literally means the end of existence the end of everything and I wondered what's the point of all this so

I turned to my mom still crying and said so why do we work why do I have to work what does dad have to work so much if he and everybody else are gonna die anyway she never answered my question but that question stuck with me ask myself a lot of questions and I'm sure you do too that's what philosophy is all about asking questions and what could be more important than asking questions about how to use your time probably nothing because time is all we have so naturally you would expect the hold time management movement to be very philosophical after all time management is a concept that started out in philosophy the ancient philosophers were obsessed with this one very important question how can we use our time in a way that makes our lives meaningful but modern time management is philosophically empty time management books are written by consultants not philosophers it's always about tips and tricks and techniques to get more things done to do things faster

to be more productive more efficient and to work better time management has become philosophically empty time management has moved away from his philosophical roots but if we really want to live a meaningful life we have to once again reinforce and philosophy starts with questions here's a very simple question why do we need to manage time some people might say it's because time is precious very precious so we need to manage it but how precious is time exactly see whenever I introduced myself to people as a time management researcher the first thing people say is oh yeah time management it's that's really important because because time is money time is money every time I hear time is money it reminds me of this conversation I had over coffee with this acquaintance of mine he was a he was a contractor as what we're talking he looked slightly annoyed and impatient so I asked him Jeff what's going on man everything all right and he said she said I hate wasting my time makes me so so angry

it's awesome what do you mean and he said look I make on in 60 dollars an hour that means every hour I spend with you I'm losing 160 bucks I was slightly offended to be honest but it's what he said next that really shocked me he said whenever I'm spending time with my own kids it makes me so angry because yeah i'm spending time with them but every hour i spend with my kids I'm not making \$160 and it's not just an anecdote you can see this everywhere experiments show that whenever people start to think of time as money they become more agitated less happy always in a rush and importantly they get greedy they become less likely to help people out to volunteer or to think about the environment because nothing else matters when you're making out in \$60 an hour the real

question is is money the real value of time the Roman philosopher Seneca said that if we think of time as money we're actually valuing our time very cheaply we value our time very cheaply because we think we're we have a lot of it because we think we're gonna

live forever but we're not gonna live forever we're gonna die and the moment you realize and I mean fully realized that you're going to die on an \$60 an hour it won't mean much time is not money anymore now some people might say that thinking about death is not exactly cheerful maybe but it's very helpful the French philosopher Albert Camus said that the most fundamental question in philosophy is why shouldn't I kill myself right now it's true why shouldn't kill you why shouldn't you kill yourself right now your answer to that question will remind you what you're truly living for your answer to that question will remind you of the true value of your time because time is not money when you know you're going to die and this is how philosophy helps with time management it helps us ask meaningful questions about time here's another seemingly simple question can you manage time back in college I had this uh.this professor used to tell me that you can't manage time time management is you can't manage

time because there's too much too many things to do too much work to do too many obligations you can't manage time she's to publicly brag about how she never sees her daughter because she has she never has time people admired her because she was so productive but what people didn't know was that her work obligations also made her depressed they cost her a marriage and of course she never really got to know our daughter but what truly pains me is that things could have been otherwise she could've been all out she could have been alive today and see her daughter grew up but she didn't believe that time could be managed so she never tried whenever I used to drop by her office she would tell me sorry kiddo I don't have time but that was a lie I don't have time is the biggest lie in the history of mankind you know who really didn't have time your great grandparents those guys had no time at all they had to work 12 hours a day every single day it's not just work everything back then was more time-consuming people didn't have

washing machines so they'd have to wash everything by hand they didn't have frozen meals so that to cook everything from scratch and all those things took hours to do back in the days that's why a great grandparents really didn't have time but here's the incredible thing our great-grandparents did not complain about not having time we do it's a paradox we have more time than they did and yet we still complain that we don't have time why because we have more options more freedom to choose our time options as we please look at how we live today we can shop on Amazon 24/7 any day of the year women can delay pregnancy by freezing their eggs more and more companies offer flexible work schedules we can watch our favorite shows any time I want on Netflix so not only do we have more time but we have also have a lot more flexibility a lot more a lot more freedom to use our time as we please and we still say that we don't have time why the philosopher jean-paul Sartre

has

said that we have this tendency to trick ourselves into thinking we're not free because being free to use your time as you please means that you have to make a choice and live with the consequences of that choice that mean that means whatever you do with your time it's on you and that's the scary part it's scary because what if we made the wrong choices what if we're missing out it's this constant fear of missing out would your life have been better had you spent more time with your kids or more time studying or more time partying maybe we don't want to know that's why we say we don't have time it gives us an excuse it's reassuring but in reality we do have time and time can be managed it's just that we don't have a lot of it so they have to be sacrifices we can't have it all when it comes to time we can either make sacrifices or make excuses but only one of them will allow you to live meaningfully we live in an era of unprecedented flexibility where we actually afford to work less and do more

meaningful things with our time so why don't we and by we I really mean us you me and everybody else in the city because time management is not just about you it's about all of us it's about all of us as a society the way you manage your time has huge consequences for our world what do people say when they don't vote I didn't have time what do people say we didn't read I don't have time why don't people relax go to the museum or volunteer I don't have time but this wouldn't be the case if we thought about time management the way philosophers do by asking questions the right questions instead of focusing on tips tricks and shortcuts so what kind of questions can we ask ourselves well is it reasonable to let your boss call you on weekends is it worth it is it worth your time and buy time I really mean life not money because you're not paying your bosses with some commodity you're paying them with your time you're paying them with your life if that's not precious I don't know what is next time you tell a friend you don't

have time to hang out ask yourself if you actually have better things to do or if you're just making excuses because there's a growing sense of isolation in Western societies people feel alone partly because people feel they don't have time to hang out anymore though we do have time so please share it with the people you care about if you can remember if you want to if you want to manage your time meaningfully embrace philosophy and never stop asking questions thank you you

The Power of Ambition _ Bipasha Hrangkhawl _ TEDxY

yeah good evening everyone and as introduced by tedx here now my name is bipasha rankhal and i'm currently an air traffic controller posted at agarthala airport thank you tedx for calling me to this event for me it is a very big honor because i've always watched tedx videos and i find them so inspiring i don't know to what level or to what extent i can inspire people but here i am today to share

my journey and a little bit information about atc so i'll tell you all about air traffic controlling most of you might be knowing what is air traffic control and to those who don't know i can give a brief air traffic controllers are the ground based people they stay on ground stations it can be an airport it can be a unit a special atc unit where they sit and guide aircraft through many means they can guide the aircraft

through direct communication with vhf and or else they use radar systems they use adhd there are many technologies these days due to upgradation of signs we have we have adsb especially which is installed at almost every station so we guide the aircraft we talk to the pilot and we guide them and give them clearance to land clearance for takeoff and after takeoff you know the clearance to take right turn or left turn or establish on a track we give them the clearance for that and also separate all the air traffic like if there are any two or three aircraft or more than that each aircraft is separated by other aircrafts through a standard separation minima which is laid down in the international procedure so this is a little brief about atc and yeah when an aircraft has to travel from an origin to a destination say example if an aircraft has to travel from agartha to kolkata it comes across many air traffic units

some may be okay agatha tower gives us you know gives the aircraft a clearance for takeoff after that after certain thousand feet it will come in contact with dhaka control after dhaka it will again come in contact with kolkata area and after that kolkata approach then kolkata tower so these are the different units a station maybe for example kolkata might be having three five or seven units tower and there is uh approach you know and beyond approach higher level we have the area control so all of these so giving you all a brief about atc i would like to also share a bit about my journey how it all began and i'm sharing my life story a little bit to be an air traffic controller for me was a big dream because it was my parents dream it was especially my father's dream initially initial seven years i was raised in a village called rangamura i lived with my parents there and i went

to a local school so in the local school things were very simple you know we were just taught basic education it's not like the schools we have in cities nowadays it's not very competitive so we used to just learn basic you know go in the morning at 8 am come back by 10 a.m just learning abcd learning few words it was very fun and i was a very naughty kid as a child and since i was very naughty my parents were very worried and they used to tell me you know the way you roam in the from the morning till evening future you have a blank future you have no future at all my grandparents used to tell me the same they should tell my parents that your child is very naughty you know our grandchild is very naughty she will not grow up to become anything she will be just a curse to the family and society so since i was very naughty my parents decided that at the age of seven i was put up at a boarding school at such a young age going to a boarding school was very very challenging i used

to cry i used to miss my home a lot but my parents decided no we have to put our foot down put a stone on our heart and put her at a boarding school so that she learns a little bit of discipline maybe she can learn speaking english and maybe she will be a little bit better in studies also you know staying and living with other students that school was somewhere near ambassador it was situated in a rural area and since it was a rural area missionary school they concentrated on helping out the students who were from poor families you know whose parents were working like daily wages they could not be at home always cooking food and taking care of kids so they put their kids to boarding school and they used to go to work so i had schoolmates in the hostel like coming from these kind of family so they were very fun loving this and i was very naughty in the hostel as well and i was not having much friends and i think that was the problem because i was bullied a lot i

was bullied by even the superior seniors and they were some friends like there were some schoolmates who were having groups you know groups of five girls three girls four girls they used to bully me they used to pull my hands and they used to tease me and they used to ask me you know why are you loitering here this is our place this is not your place you cannot come here you you walk through that gate or you walk through that road so these two bully me and push me and uh you know talk to me very rudely however these did not affect me i was a little bit you know too fun loving and i was alone i didn't have much friends i used to talk to everyone i was friendly but i didn't have friends so years passed by and after hostel after spending few months and years there i came to agata with my parents because my father was also transferred that's when i got admitted to a school in aguarthala that's when i got the cultural shock of my life because schools in nagato are so

different you know everyone stayed with their parents and i was like okay so they stay with parents and their parents are very caring also it's not like our parents were not caring but here the environment was different everyone was so competitive everyone knew how to speak on stage i had a lot of stage fright when i see crowd i used to be like so many faces no i used to just be blank i used to just freeze and by seeing so many talented people i used to feel very inferior very inferior and i would tell my parents that this is i don't want to study in this school however my parents were adamant there also they said no you have to study because we are here now you have to study we have no other alternative you have no other shortcuts to studies so years passed and i was also in my teenage years and uh passing like you know secondary classes like class six seven eight nine and ten in those days i was very weak in two subjects

they were mats and bengali i still don't have them as my favorites but i somehow struggled to overcome my fear of these two subjects and i'm doing okay now so teachers used to call my parents to school and they used to tell my parents that uh your child is not studying you know not studying at all and i was quite disciplined you know after every every day to play from 4 p.m to 6 p.m but 7 to 9

p.m every day i was at my study table without my parents telling me anything but i used to wonder why am i doing so bad in this study in these subjects and i felt very bad and my parents would score me the same way you know why are you not studying and i was like okay i thought i knew a solution my solution was i used to tell my papa and mom i want to go to tuition because all my friends are doing well they all have tutors at home they have teachers at home i want to go to tuition but my father was against it he said tuitions are for those who may not have time

parents don't have time to teach their kids so they send them for tuition but you have your father i can teach you max your mother can teach you bengali then what is your problem we cannot always come to you you take out the doubt you come to us we are not going to allow you tuition and so i had no other option i used to study and i used to read as a you know few exams passed by i was not doing well then i realized that the biggest error might be in the language i could not understand bengali because maybe my my basic was wrong my basic was i could not even differentiate between where should i be putting this ja and that ja since i was trying to study on my own i figured it out that language is my problem maybe i started reading a lot of english books i started practicing reading and i started reading story books first like everyone says you know you have heard of the famous saying no read what you love

till you love to read so i loved story books i read only story books initially of both english language and bengali language slowly slowly i did not read so much but i understood that my problem was with language and uh that's how i started to cope up with the weakness the week you know the what to say the trouble i had in maths and bengali years passed and i also took part in speech competition once i learned my speech i practiced it many times but when i went on stage there were as many people as a little bit more than you know the people present here and i froze they were my schoolmates my teacher our school principal i said a few lines and after that i i just froze i said i the done and i blushed my face became red i was sweating i just exited the stage i went and i said quietly and i was very embarrassed i was so embarrassed that

whenever people would come to talk to me for the next few weeks i used to feel that oh he's you know this person is remembering how i forgot my speech no matter like they might be coming to me just to talk but i was always thinking i had this i had this in my mind that they're remembering how i forgot my speech they would be feeling you know departure forgets this she is not even good in speech still she took part you know this girl why does she do that so i used to think people were assuming things about me so i i went through a very low phase and i never took her in speech competitions after that then comes my class 11 and 12. i had taken up science after class 10 because my friends took science stream so since i thought okay if my friends took science i can also take my marks are eligible i'm eligible enough and people sail through i will also sail through that's what i thought and in class 11 and 12 again a lot of trouble i could not understand physics maths

and chemistry even biology was so

tough and i was like why am i studying i want to quit this in this science and i want to go back to some other stream let me just it's okay i was self-motivated no those are no problem i will leave my two years and i'll go back after class and i'll join class 11 again with another stream that was the level you know i went almost crazy as my mom still reminds me of that my parents were very upset they said see when you have this you had the caliber you took it so only thing is that you have to work hard but i was like no i cannot work hard i want to leave so doing this and that i flunked class 12. so that was the biggest i think one of the saddest moments i had ever gone through because i knew that i would not be giving class 12 but attempting the class 12 but after i attempted and i purposely you know did not study well and i was casually saying no i'm going to drop this year i'll give next year but when i saw my friends passing getting into colleges it hurt me a lot i

was feeling very bad and i was feeling left out so i decided i used to pray to god you know since childhood i always i didn't know what god was what belief was what faith was much but i always believed in power so i used to talk i used to pray to god and say that if i had the courage to at some point give up my studies and change a new stream i have the courage to also start and continue with the stream i have taken that is science and passive if i had the courage to do that to leave everything i have the courage to overcome and pass my exams i took it as a determination i was determined and after that i passed class 12 also i passed one engineering entrance exam and my parents are happy they said at least you'll get into engineering so this was our dream so i was like okay fine but i did not want to do engineering at all i wanted to study either forestry or you know agriculture but for that my parents

had to get me enrolled in a private institution for which they had to take loans again and my father was was would have found it tough he would not refuse but i knew they would be taking loans and making me study i would have to take study alone i didn't want that so i finally settled and i was happy with engineering seat because that was a government seat and after getting into engineering i did not like it i completed my engineering with a lot of a lot of problems i did not want to study but i used to people say like in engineering what do people generally say they say that um last moment people die curtain we pass right but that is not i don't think that is the case people who have done engineering they will know that we have to you have to either if you want to do one night study means you are super intelligent and not many people are like that we are all normal people and you have to go through the same topic quite a few times and then in the last day you may

revise and you have to also go through a lot of previous papers so i might have i used to go through previous papers and i used to apply shortcuts and then i used to pass but that was not the real passing you know i don't know the crux of engineering much and somehow i ended engineering but

after completion of engineering came the biggest dilemma what would i do after engineering in those days in 2015 when i passed out everyone was doing mba everyone was into mba then they went for gate they did m-tech and i was like i don't want to do mba i don't think i have the patience gate my mind is not interested in research i cannot even do it what would i be doing i came home from my college and after coming home i stayed you know many people asked like many relatives will keep on asking what are you going to do with your life what are you uh you know

help your papa or help like they put you in such a pressure they will pass comments it was not very pleasant to hear but i never felt bad i never take it in a negative way i used to say myself i should tell myself that no matter what happens i am there with myself even if my parents don't support me i will decide something and i realized i took some months to decide and then i realized i wanted to earn money whatever it is i want to be financially independent first after financial independence maybe i will make a living on my own that's when i will not be interfered by people around me so i decided i need a job i got into a private company here in agarthala i worked there for almost a year but still i was not very happy i was like no i have to i have to get a job my first priority was only a little bit of income no matter how much it is and that's when my father also used to remind me you know my father never

forgot the term atc since childhood he told me okay i want you to become an atc he said the same when i was in college he said see you're an electronics and telecommunication branch and i think you'll be suitable for atc you please give the exam so atc in india is provided by defense and airports authority of india i used to go to the website and i filled a form once application once in my final year which i could not clear but since i could not clear but i attempted the exam i saw the type of questions it was aptitude a little bit of physics quantitative aptitude little bit reasoning slight english and physics and maths so i knew the pattern a little bit though not much so when my father used to tell me you know after college also you are doing this private job apart from this i want you to do try in atc once again so he used to always remind me about atc atc so i said okay papa i will give not i will attempt not only atc exams i will attempt all types of exams initially i

attempted in all types of exams and i saw that i was clearing them because i used to study online only i used to study only through google and the monthly magazines given by some publishers which give you sample papers you know for bank exams i attempted bank exams also initially they were tough but i followed the newspapers and the publishers monthly magazines then i got to i used to practice every day consistently there was only consistency i used to roam have fun you know do social gatherings but at night at least one or two hours i used to read those so that's when i think that's how i i started preparing and initially i started with many exams and slowly slowly i started knowing my priorities what i really want because when you clear the exam and you get selected you know that okay i did not want to do this but i cleared so do i want to go there do i need money i

needed salary i wanted to be in a salary job or i wanted to earn money do i need this so i slowly started filtering it out and

in a span of one to two years that's when i could clear the atc exam also i'm thankful to many people around who always guide me and also thankful to google because google really helped me with all my preparations i started with all types of preparations online gk and everything so that's how my journey is about and uh like i said earlier in my in the in the you know this summary the central idea of my story that failures and you can the limitations and flaws can be blessings too so as a child also as i grew up i've been through you know i've seen okay i have this flaw i have been through troubles and i troubles always will keep coming to our lives but take it as a blessing people you know when we think something like when we feel okay i'm suffering from this ailment or i'm suffering uh due to this event there are many people actually suffering in this world but we cannot lose hope we have to keep our

minds strong and everything is possible no matter what tough times come we have to believe that no tough even no tough time can be tougher than you they come to hit you but you have to be stronger than them you have to stand strong and i thank for all the kind of you know small little evens like i forgot my speech on stage i used to you know fail in few subjects all of these taught me all of these made me more you can say you know self introspecting and it made me learn it gave me patience also because learning takes time at times sometimes people are quick learners but everyone is not the same so that's why i slowly built up a few of my skills and i knew i was not one of those students you know her talent i could not i was not a dancer i was not a singer i was not a painter my handwriting was also not very good that i have to i could try calligraphy nothing i did not have any talent i felt and as time passes we all grow and we

have things to learn and unlearn and in the coming few years if i can do something i might be able to share it with you all thank you so much have a lovely evening

The Power of Focus _ Sean Brawley _ TEDxFergusonLi

is there a secret to sustainable high performance what is the foundation for optimal learning and how can we have deeper more meaningful relationships with our friends and our loved ones these are three distinctly different questions in three different areas so it may surprise you to discover that the answer to all three is the same to resolve this inner struggle we often look to the outside we think we need to fix ourselves and change our behavior but I found that there's a different approach last year last March I interviewed Roger Federer now at that time Roger had just won the Australian Open winning his 19th Grand Slam championship this is a remarkable feat when I sat down with him I asked him simply how did you do it and what he told me was that when he played his absolute best

tennis he focused exclusively on the tennis ball the ability to control our attention determines how we'll perform any task

now what is focus before I give you an explanation what I'd like to do is give you a first-hand experience of it that's why I have the props so in tennis an exercise that helps tennis players track the ball better has been called in fact the greatest exercise ever created for tennis whenever the ball bounces on the ground you say bounce whenever the ball bounces on my racquet you say hit can you do that do you need me to repeat the instruction okay it seems pretty simple let's see how you do are you ready okay ready okay now raise your you guys did pretty well raise your hand have you made a mistake normally what happens is there's a pattern there in tennis if you start paying attention to the ball instead of worrying about how to hit it what happens is you get more information about the spin speed and direction of the ball which allows you to move more effectively have better position and footwork more solid contact all of which allows you to have a better chance of directing the ball where you'd like it

to go when we play we have a process of playing in which we're thinking too much or worried then when we're focused we can play at our best it reduces the self interference now this isn't just true for tennis or sport it's also true in business and in organizations several years ago I worked with the CEO of a national restaurant chain when I started working with them they had 44 different metrics that they had identified as critical this is too many for the brain to handle over the course of the next two years they got it down to four several of the regional leaders decided to focus on just one variable which they found the most important now the metric used for that was manager visits to the table so just like in tennis the ball is the most important thing when the restaurant business the customer is the most important thing lastly in the financial crisis of 2008 there was only one large Bank that did not take any money from the US government US bank a friend of mine Josef adding who became vice

chairman I asked him how did you do it how is this possible when everyone else made the mistake of investing in subprime mortgages he said you know actually it was really simple I brought the senior leadership team in I told them that these were the five critical variables that were crucial for our success and that we would focus on them then I say ask Joe what did you do next he said you know what I I just played a lot of golf and it sounds funny but actually this is how powerful this simple tool is but as I mentioned focus is not just important for performance it's also critical for learning I remember some years ago a man came to me wanting to improve his back end when I tossed him a couple of balls I asked him to simply be aware of where the racket was relative to his shoulder on the backswing but on the fourth ball suddenly something happened and he exclaimed oh I do take the racket back too high it's above my shoulder so there is a distinct difference between knowing something cognitively and knowing

something in our own direct experience in 2001 I was invited to work with the New York Yankee player development group I was introduced and I shared with them that I really wanted this to be a conversation and an inquiry and that they could ask questions any time they wanted immediately a hand shot up and one of the coaches asked mr. Brawley with all due respect what can you as a former tennis pro teach us about baseball and I said you know I can't teach you much about baseball I haven't played baseball since I was 10 years old but let me ask you a question what is the single most important skill needed to be an extraordinary hitter much like in tennis they said reading the pitch was the most important skill I said great the same is true in tennis I've developed a number of mindful awareness base exercises that can really help with reading the pitch and the coach who asked the question his jaw literally dropped because the answer was never I don't know much about baseball technique but I have learned

some innovative coaching techniques that might prove very helpful now in the course of the next six months we identified other critical variables that were important for hitting and pitching and by the end of the season they went from being ranked 23 as a group to number one my number one recommendation would be to meditate that in the course of meditating you get to practice your focus and you get to practice noticing what comes up in you in the present moment and I'll leave you with that thank you very much

The Power of Mindfulness_ What You Practice Grows Translator: Peter van de Ven Reviewer: Mile ivkovi If in rush-hour traffic, you can remain perfectly calm; if you can see your neighbors travel to fantastic places without a twinge of jealousy; if you can love everyone around you unconditionally; and if you can always find contentment just where you are, then you're probably ... a dog.

Right? We hold ourselves to these unrealistic standards of perfection, and then we judge ourselves when we don't live up to them. The thing is, we're not supposed to be perfect; perfection isn't possible. But transformation is. All of us have the capacity to change, to learn, and to grow,

no matter what our circumstances. As a professor and scientist, I study how people change, how people transform, and one of the most effective vehicles I've found is: mindfulness. My own journey into mindfulness was unexpected. When I was 17, I had spinal fusion surgery, a metal rod put in my spine. I went from a healthy active teenager, to lying in a hospital bed, unable to walk. During the many months of rehabilitation, I tried to figure out how to live in this body that could no longer do what it used to. The physical pain was difficult, but worse was the fear and the loneliness, and I simply didn't have the tools to cope. So I began searching for something that could help, and eventually, this search led me to a monastery in Thailand

for my first meditation retreat. At the monastery, the monks didn't speak much English and I didn't speak any Thai, but I understood mindfulness had something to do with paying attention in the present moment. My only instruction was to feel the breath going in and out of my nose. So I began: one breath, two breaths - my mind wandered off; I brought it back. One breath, two breaths, it wandered again, sucked into the past or lost in the future, and no matter how hard I tried, I just couldn't stay present. This was frustrating because I thought meditation was supposed to feel like this, and instead, it felt more like this.

Being present isn't so easy. In fact, check it out for yourself. I've been speaking for about three minutes;

have you noticed your mind has wandered? All of our minds wander. Research from Harvard shows the mind wanders, on average, 47 percent of the time. 47 percent. That's almost half of our lives that we're missing, that we're not here. So part of mindfulness is simply learning to train the mind in how to be here, where we already are. Like right now; let's practice together. Allow your eyes to close, and just feel your feet on the floor. Wiggle your toes, and sense your whole body sitting here. Softening the face; softening the jaw; and notice that you're breathing. Feeling the breath as it naturally flows in and out of the body. Just being here. And as you're ready, taking a deeper breath, in and out, allowing your eyes to open.

So ... back at the monastery, I was trying hard to do just this, to just be present. But no matter how hard I tried, my mind kept wandering off. And at this point, I really started to judge myself: "What is wrong with you? You're terrible at this." "Why are you even here? You're a fake." And then not only was I judging myself, I started judging everyone, even the monks: "Why are they just sitting here? Shouldn't they be doing something?"

Thankfully, a monk from London arrived, who spoke English, and as I shared with him my struggles, he looked at me and said, "Oh dear, you're not practicing mindfulness, you're practicing judgment, impatience, frustration." And then he said five words that have never left me:

"What you practice grows stronger." What you practice grows stronger. We know this now with neuroplasticity. Our repeated experiences shape our brain. We can actually sculpt and strengthen our synaptic connections, based on repeated practice. For example, in the famous study of London taxi drivers, the visual spatial mapping part of the brain is bigger, stronger. They've been practicing navigating the 25,000 streets of London all day long. When you look at the brains of meditators, the areas related to attention, learning, compassion, grow bigger and stronger. It's called cortical thickening: the growth of new neurons in response to repeated practice. What we practice grows stronger. The monk explained to me that if I was meditating with judgment, I was just growing

judgment; meditating with frustration, I'm growing frustration. He helped me understand that mindfulness

isn't just about paying attention, it's about how we pay attention: with kindness. He said it's like these loving arms that welcome everything, even the messy, imperfect parts of ourselves. He also pointed out that we're practicing all the time, moment by moment, not just when we're meditating, but in every moment; we're growing something in every moment. So the question really becomes: what do you want to grow? What do you want to practice? When I left Thailand, I wanted to keep practicing mindfulness, and I wanted to understand it scientifically. So I began a PhD program, eventually became a professor, and I've spent the past 20 years investigating the effects of mindfulness across a wide range of populations, including veterans with PTSD, patients with insomnia,

women with breast cancer, stressed out college students, high-level business executives, and over and over, the data showed two key things. First, mindfulness works, it's good for you. It strengthens our immune functioning, it decreases stress, decreases cortisol, helps us sleep better. When we published our first research, back in '98, there were only a handful of studies. Now there are thousands of studies showing the beneficial effects of mindfulness. It's good for us. The second thing we learned was quite unexpected. Almost all the people we were working with, regardless of their age, their gender, their background, were talking about the same thing. This underlying sense of "I'm not good enough," "I'm not okay,"

"I'm not living this life right." This tremendous self judgment and shame. And we all know what they were talking about because shame is universal; all of us feel it. And worse, we have this mistaken belief that if we shame ourselves, if we beat ourselves up, we'll somehow improve. And yet, shame doesn't work. Shame never works; it can't work. Literally, physiologically, it can't work because when we feel shame the centers of the brain that have to do with growth and learning shut down. This fMRI shows the brain on shame. What happens is the amygdala triggers a cascade of norepinephrine and cortisol to flood our system, shutting down the learning centers and shuttling our resources to survival pathways. Shame literally robs the brain of the energy it needs

to do the work of changing. And worse, when we feel shame, we want to avoid it, so we hide from those parts of ourselves we're ashamed of, the parts that most need our attention. It's just too painful to look at them. So what's the alternative? Kind attention. First, kindness gives us the courage to look at those parts of ourselves we don't want to see. And second, kindness bathes us with dopamine, turning on the learning centers of the brain and giving us the resources we need to change. True and lasting transformation requires kind attention. The monk's words echoed in my ears: mindfulness isn't just about attention, it's about kind attention. This attitude of kindness wasn't just a footnote or something nice to have, it was an essential part of the practice, a part of

mindfulness

that's so often overlooked. So my colleagues and I developed a model of mindfulness that explicitly includes our attitude and our intention, as well as our attention. All three parts working together synergistically. Put simply: mindfulness is intentionally paying attention with kindness. We used this model while working at the veterans hospital for a group of men with PTSD. I was shocked to learn that we lose more veterans to suicide, each year, than to combat. Our soldiers carry so much pain and shame. So the intention of the mindfulness group was to cultivate this kind attention, even for the seemingly unforgivable parts of ourselves. There was one man in the group who never said a word, never looked up. Two months passed, he seemed unreachable. And then one day he raised his hand, and he said: "I don't want to get better.

What I saw in the war, what I did, I don't deserve to get better." He then looked down at the floor and proceeded to tell us in great detail what he had seen, and what he had done. And I can still feel the horror of what he shared and how his shame filled the room. I looked up to see how the other men were responding, and there was no judgment, only compassion on their faces. I invited him to look up and to witness this compassion and this kindness. As he slowly looked around the room, his face began to soften, and in his eyes there was hope, the possibility that he wasn't just his past actions, that he could choose differently now, that he could change. This may be one of the most important things I've learned. It's that transformation is possible, for all of us, no matter what. And it requires kind attention, not shame. And this kind attention takes practice;

it takes lots of practice. I want to share with you a simple practice that continues to help me. Some years ago, I was going through a difficult divorce, and I'd wake up every morning with this pit of shame in my stomach. My meditation teacher suggested an explicit practice of kind attention. She said, "How about saying, 'I love you, Shauna,' every day." I thought to myself, "No way;" it felt so contrived. She saw my hesitation and suggested, "How about to just saying, 'Good morning, Shauna.' Oh, and try putting your hand on your heart when you say it; it releases oxytocin, it's good for you, you know." She knew the science would win me over. So the next day, I put my hand on my heart, I took a breath and said, "Good morning, Shauna," and it was kind of nice. I continued to practice,

and a month later when I saw her, I admitted how helpful it had been. "Wonderful. You've graduated," she said, "Now the advanced practice: 'Good morning. I love you, Shauna.'" So the next day, I put my hand on my heart, anchored myself and said, "Good morning. I love you, Shauna." I felt nothing, except maybe a little ridiculous, but definitely not love. But I kept practicing because, as we know, what we practice grows stronger. And then one day, I put my hand on my heart, took a breath, "Good morning. I love you, Shauna," And I felt it. I felt my grandmother's love, I felt my

mother's love, I felt my own self-love. I wish I could tell you that every day since then has been this bubble of self-love, and I've never felt shame or judgment again, and that's not true.

But what is true is this pathway of kind attention has been established, and it's growing stronger every day. So I want to invite you tomorrow, to put your hand on your heart and say, "Good morning," and if you're really brave, "Good morning. I love you." Thank you.

The Power of Positive Thinking _ Ken Brady _ TEDx

I grew up in a really healthy diet of Science Fiction Doctor Who was on the television every afternoon Hitchhiker's Guide to the Galaxy was my all-time favorite book and Back to the Future were my favorite movies which all got me thinking if I had a time machine and I could go back in time and talk to myself and give myself one lesson what would that be and I've realized as I've thought more about it I've realized it wouldn't be some moment in time that I would change or some financial advantage that I try and give myself instead it would be something completely intangible I would want to tell myself about how a way of thinking can change your life if I could send three words back in time it would be always think positively

four words the mind is everything five words what you think you become those last two are actually from Buddha so what I really want to impress upon my 15 year old self would be the importance of visualizing your self-image in a positive way and how this will inevitably shape your life that who you see yourself as is who you will become that concept that way of thinking has shaped my life and significantly how I operate as a teacher I see myself as not necessarily the impart of knowledge or the bringer of wisdom but more as the Builder of self-confidence of self-belief you see self-image is a double-edged sword if you believe in yourself if you're confident in your abilities

this will more often than not lead yourself to strive to do something because you believe you can do it you'll see yourself as being successful and as my dad always says success breeds success however if you see yourself as someone who is mediocre someone who has nothing important to say something who has nothing to contribute someone who sees themselves lost amongst the Sea of Faces or worse you see yourself as a Class Clown or someone who just can't learn math then not only will you shy away from what you believe you'll fail at but you'll seek reinforcement that you are that class clown that you need to accept those values in math and that that's all you'll ever achieve now look don't get me wrong I'm not saying that if you believe hard enough or think hard enough that you're going to be able to fly or Dodge bullets or

any of that Matrix sort of stuff but well let me tell you a story I remember really clearly a situation I was in a music classroom grade five and a new girl had just arrived and she was dazzling she could

do everything and do it brilliantly she swam like a mermaid she ran like a gazelle was cleverer than Einstein and played the piano like Beethoven at this stage I've been learning the piano for many years but she came along and played pieces of music that were just at a whole other level above what I could do I remember even clearly the piece of music that day it was called clowns by Dimitri kabalesky I watched I listened in awe and eventually I mustered up the courage to go and talk to her and I asked something like how do you do that your fingers are just so fast

and she responded with something like I don't know I don't really think about it I just do it now I know what she really meant was I practiced a lot and now my fingers just know what to do but I was determined to play like her her name was Lindsay and she's one of those moments in time that forever changed my life she showed me that it could be done that it was possible so I had to start believing I could do it too so I practiced and practiced and practiced and eventually we would duel to that piece of music we would challenge each other to see who could play it the fastest with no mistakes I remember being devastated that Lindsay moved town again when we went to high school but from that experience self-belief grew music ended up becoming a huge part of

my life and a piano is now my comfort I'll often seek out a piano and just play whatever comes to my fingers I now believe that I can play whatever is inside me and it is such an empowering feeling I believe I could do it and now I can what I thought I became oddly though and very frustratingly looking back I really didn't learn that lesson though that Lindsay was trying to teach me all those years ago at least not at that point in my life boy I wish I could go back and tell myself to pay attention no it took me some more lessons from the school of life before I really learned this true power of the Mind tennis was the other large part of our childhood growing up and I remember a particular tournament I also remember it being a particularly crushing loss I remember the chord I played on I remembered my opponent I'm the shirt I was wearing the racket in my hand the sweat on my

palms and fingers and I remember not expecting to win as I stepped out onto the tennis court but then before I knew it I was up a set and a break and had two more games to get and I was going to win the match but then I remember an inner voice inside me saying wow you're winning what is going on here doubt crept in disbelief even and before I knew it I walked off that tennis court having talked myself out of the match through doubt and negative self-talk that loss cemented the doubt in my ability particularly in my backhand for years to come in my mind the doubt was justified I just couldn't hit my backhand the same as my forehand at that point I didn't realize how important it was to be talking positively to myself I wasn't yet saying to myself always think positively or what you think you become

it wasn't until many years later well after I'd left school that tennis was once again a big part of my

life that lesson finally came back to teach me what it was I needed to know to pay my way through Teachers College I took up tennis coaching and got my coaching qualifications and I remember being appointed as a team coach for a state level Carnival I remember sitting on the side of the court with my young team much like they do in Davis Cup they were young kids only 10 years old but with talent that was jaw-dropping sometimes they'd come off the court they'd just drop their serve and they were almost inconsolable but there was nothing I could do in those few minutes before the next game on their technique I couldn't improve that not in that time and there was no way of miraculously improving this improving their stamina instead all I could do was speak to them about their mental game because that is something that we all

have control over all of the time how we speak to ourselves in our own heads and I found myself saying don't focus on that last game focus on the next point and only that next point relax yourself let go of that frustration okay now pet yourself instead stepping forward meet that ball early as that serve comes through can you picture that in your head okay good let's go in that moment I was channeling Buddha what you think you become I recently read a great interview with Ash Barty she's a multi-talented Australian athlete and sportswoman Wimbledon champion and world number one tennis player she spoke about the crucial role that her Mentor Ben Crowe had on her success and specifically his guidance on how important it is to be compassionate towards yourself and the way that you think and see yourself as

it was enlightening and said succinctly in that one interview everything I wish I could have told those 10 year olds as I sat there with my squad all those years ago so I look back now at my experiences with music with sport particularly tennis and remember time and time again being told think positive it's such a cliché that I think it's true meaning and potential can be lost but what's very interesting to note here is that it's not just the teaching of Buddha that gives weight to this power of positive thinking Martin Seligman in his well-known studies into positive psychology showed that positive thinking has a significant impact on people's ability to overcome adversity to fight depression and to promote achievement and research by Sheldon Cohen and his colleagues from Carnegie Mellon have even found that people who report high levels of positive emotions and positive

outlooks will be less likely to get sick when exposed to a virus compared to those who have more negative outlooks and lower levels of positive emotions and Studies by Andrew Huberman a neuroscientist from Stanford have looked specifically at the impacts of the dopamine and serotonin systems further highlighting the science by how thick by behind how thinking positively actually affects the brain and therefore how you respond to different situations so the science is in and it's pretty overwhelming but yes sadly I'm not a teenager anymore as my two teenage children will tell you I call that to them and say have you seen my glasses and they're on your head dad they'll say and all the positive thinking in the world isn't helping my sore knees or back as I come off the tennis

court these days all the positive thinking is not doing them any good

but I do wish then or now that I could have learned the lessons of positive thinking and positive self-talk back when I was 15 years old so instead I try and pass these lessons onto the students in my class knowing just how difficult it is for them to think this way than it was even for me because I say this now how particularly difficult it is with the negative influence that social media can have on how people have a positive self-image the pressure must be enormous I am very glad I'm not a teenager of today and unfortunately I know I don't have a tardis or a DeLorean so I know I can't go back and tell my 15 year old self this possessive message of power of the power of positive thinking so I guess I'm stuck here instead having to try and pass on this message to my own two teenage children so here we go Xavier Charlotte

how you speak to yourself changes everything so speak kindly and positively to yourself envisaging your success always think positively telling yourself that you can not that you can't remember Buddha and dad said the mind is everything what you think you become

The Power of Positive Thinking _ Mia Xu _ TEDxYou

Transcriber: Trang Do Nu Gia You can make plans and predictions. You can practice being positive. You can try your best. Still, you can't know the future. My morning started with a plan. I hear my mom: Mia, wake up! You're going to be late for your competition. This was in 2021 November, outside the city of Toronto, in Ontario, Canada. 5 p.m. in the morning. Feels like night. Still dark. On the weekends, if I don't get woken up, I can sleep until 10 a.m. Not today. You see, I recently joined a new swim club called M.A.C, where I know only one friend. And coach Kathy enter me into a 25-meter freestyle race. I'd never seen a swimming meet and never compete in a swimming race. Mom is pulling my hair into a tight bun,

then dragging us half asleep. I tell myself I might make new friends. I might have fun. I might win a prize. I tell myself one more thing. The one thing that turned out to be true. You never know what will happen there. That was 5 p.m. Now it's 6 a.m. I didn't know Coach Cathy would be on a registration table. Coach Cathy says: To limit the number of people by the pool, parents can watch streaming video in the car. Because of COVID, my mom cannot come in, to a competition I've never been before. Now I'm like fully awake. Fifteen minutes later, I need help. I'm sitting in the bleachers fighting panic, because I see a big problem. In my black swimsuit, blue cap, hair tucked up, mask on, you can't see my face. I'm feeling panic. We are sitting socially distanced, two metres, about six feet on both sides.

Because of COVID, we're sitting in strict order for our race. I'm watching two freestyle races before

my race. Blue versus yellow. Im on the blue team. The cheering is loud in my ears. Go team blue! Go team blue! I can hardly think. I have a problem. How did you learn to dive? Did you practice from the side of the pool? In Mile Swim Club, our pool is too shallow for diving. Here I am, eight years old. I've never dived before. Never dived off the side of the pool, never dived in a race, never dived off a starting block. This high to me looks this high. Im thinking, well, if I die too soon before the whistle or if I die too late, I'll be in last place losing the race. I dont expect to win a medal in my first race. I want to prove I trained. I don't like to be in last place. Mommy is on a car. I cant talk to anyone.

I remember mom always tells me Be positive! I start talking to myself. Calm down! If other kids can do it, I can do it too. I focus on swimmers in the second race. Stepping on to the block, repping right foot toes over the front of the block, other foot back. Crouch. Head down. Like the Olympics on TV. When the whistle blows, push off. I thought the diving part would be easy. Just curve your body under the water. Hands first Then my race. I get into position. The whistle blows. I push off. Big splash. Belly flop. You know that could happen. Im sick hearing Go blue! Go blue! Go blue! Go blue! Waters filling my goggles. I'm kicking, swimming to the other side, touching the wall with two hands. Im not in last place. Wahoo! Because of COVID, after the race, you dry off and leave.

Walking towards the car. Im hopping crumpled in silly belly flop. Its embarrassing. Open the door. I feel happy. Mom, I didnt come in last place. Mom says: Mia, Im so proud of you. Ive never seen you so independent. Not like six years ago on your first ballet, Mia. You clung to me like a koala on your first ballet class. You cried, afraid to walk into the classroom. I feel like today you grew up. I feel special. I don't get hit every day. Since then, I've been thinking about my first swim competition. I woke up with a plan. In life, we experience surprises. You might win belly flop. Its all part of growing up. You never know what will happen. You can always choose to be positive.

The Power of Positive Thinking _ Helen Peterson _ thank you very much when I was first considering whether I should accept the opportunity to give a tedex talk I spoke with a friend about how I was surprised to be asked after all I'm not globally influential I'm not famous I really just an ordinary unremarkable person and to my surprise he became quite angry with me and spent quite a bit of time telling me just how foolish I was to be thinking that way however I was still styed by what I had to say the rest of the world needed to hear and it wasn't until about 3:00 one morning when I realized I was thinking about it all wrong that given the opportunity what would I tell my three young adult children and my students what would I what would I want to describe to them that would improve their lives and after that it became very simple and very easy and devious really because ordinarily they wouldn't listen

to me but they have to watch my tedex talk so um what I want to say and what I want to talk talk about today and everything I say will tie back into this is that it is important to recognize the power of

positivity um about 10 years ago our family experienced a a health um health problem that changed life for the worst really as my husband and I and my children knew it and um it was really a very difficult situation and for me it was personally devastating and to me everything had changed for the worse or so it seemed and so I I found I was faced with a choice I could sit around and complain about how bad things were or I could put the most positive spin on what was a difficult situation and I realized that people who complain um end up making themselves and everybody around the miserable and so I chose to select and and work with the positives that I could find and build rebuild my life based on that um one of my brothers who knew of

my situation commented on how he admired my coping skills and I told him at that point of my decision and he said wow took me years of therapy to realize that um to me it has seemed pretty simple and um I apply it every day to my life this is my third year in Saudi Arabia and I'd like to use a few examples of my experiences here to illustrate what I mean um one of my favorite quotes and it has been very helpful here in Saudi Arabia is by Wayne Dyer and it says if you change the way you look at things the things you look at change good example our compound quite often uh would we' get up in the morning to try to go to work and there would be no water and um we were getting pretty tired of having to heat water you every other morning or so uh to get ready for work and there were a lot of complaints on the bus about that time I I was researching water conservation for my design sustainability class and came across this statistic that many people in Africa exist on the average of three

liters of water a day and that's for everything um double-checking that statistic for this talk I found that the number might be higher but not by much so um so what what we use what we can use for one toilet flush is what some people are existing on for all their water needs that includes drinking cooking bathing washing clothes sanitary necessity so thinking about that the next time the water went off I got up that morning and I said I'm going to take a shower in three lers of water I want to see if I can do that because you i' ordinarily been using quite a bit more and uh and tried and found that it's actually very difficult there was soap left what do you do and you I you and it was just a shower and I realized how fortunate I was because I had the expectation that the water would come back on at some point and that there would be plenty of it many many people in this world do not and um so since then and because I know that just about every drop of water that we use here is

manufactured I have been trying to conserve water as much as possible um so when you change your perception of things that appear to be negatives and turn them into positives you not only change yourself but you possibly change the people around you the people on the bus didn't appreciate my comments um and and maybe even the entire world so there's that um another component to positive outlook is humor laugh laugh with people make people laugh laugh at yourself even the most miserable situations can be helped by using a little humor um a little over a

year ago I was deported from Saudi Arabia me and they still ask here to talk today um actually it was it was it was over a Visa misunderstanding and I was lucky enough that the wonderful father of the lovely coworker who had been traveling with me managed to convince the Saud Arabian officials that it was okay to deport me to bahin which is nearby thank goodness

rather than back to Europe I was assured by my employer that it would only be a matter of hours and they would have me you know another visa and they'd get me back into the country so I went to Bahrain and got a transit Visa which is you good for about 24 hours should have known better um Saudi Arabia like many countries in the world things take a little longer than you would expect I was standed in Bain for almost a week um at the time I had very little humor about it but I was fortunate that I had two friends who called me and checked on me every day to make sure I was okay and that really did help uh within a day of course my banian Visa had expired 4 days later when my University kindly sent somebody to rescue me uh and take me back to Saudi Arabia um I noticed as we were headed towards the border that the Visa documentation that I had listed my my my occupation as escort um ordinary enough word except that in the United States it means sex

worker so I looked at that and I looked at the young man who was about the age of my youngest son extremely handsome charming young man I looked at that I looked at him and I went I'll take it so um in the course of a week I was a deporte an illegal alien and an escort and when I told my mother she was so proud um pretty funny right actually it was a very expensive painful experience but what would you rather hear how frightening it was or the story I just told find the humor um another facet deposit that look is to smile get up smiling smile at people um smile just for the pure power that a smile carries Mother Teresa is credited with saying peace speaking with a smile and she also said that we shall never know all the good a simple smile can do and I tend to agree with her uh in this country I have had the chance and the opportunity to to connect with

people just by virtue of a smile and a hello it's been a really really great experiences um and I've also been fortunate enough to have been told just how good just how much good my smile has done uh here in Saudi Arabia women don't drive and that's fine I'm good with that actually um and where we use drivers and cabs to get around works out pretty well except on one day not too long ago um my regular driver was out of the country my substitute driver got stuck in a sandstorm and so I was forced to flag down one of the many white cabs that are here around town um having had several bad experiences doing that alone in the past um I typically don't do it uh but this time I had no choice so I flag down the cab and get in and the cab driver turns around and says I'm glad to see you again and I went oh no this is going to be bad I know it's going to be bad um I was wrong it turned out to be really good uh as it happened my friend and I had used the exact same cab driver a

week before and he said we had changed his day and I said really he said yes he said you were the

first people in a long time that had gotten into my cab smiling and happy he said it made me feel good that um and change my day that I knew that there were still happy people left in this world so something that I barely remembered had had a profound effect on him and so so often we just do not realize as we go about our daily lives just how much we can improve people's lives just with a smile um one thing I have learned however is that of smiling in In some cultures uh my smiling at men implies that I want a deeper relationship than just a trade of smiles so um I've learned to use good judgment on that one uh yet another part of positive outlook is to embrace diversity everyone is important no matter what country of or origin race religion

age um gender sexual preference financial and educational status height weight color of eyes whether we have eyebrows or not all right so silly right but it just goes to show that it is ridiculous Define people by what they are rather than who they are take time and get to know people that are different from your own experience um couple of the people that I respect most in Saudi Arabia for their intelligence are people who work in what here are considered menial jobs and they have had limited educational o opportunities and yet in many many ways are smarter than I with half the alphabet behind my name and so I learned that you we have to appreciate people for who they are a friend of mine and I'm going to generalize his idea sorry um is uh he he told me that the world is like a cake where basically we agree on the Cake part the bread part every human pretty much wants the same thing safety security happiness love you

raising our children well I mean we we all as humans agree on these same basic principles what we fight about we sometimes even go to war over is the type of icing we put on the cake sounds simplified yes it is but think about it it it actually kind of makes sense so following that idea it's okay if you like lemon icing and I prefer cream cheese that's okay it's good what's not okay is if I feel that cream cheese is the best and I insist that you eat it too that is not okay I should be open to listening to your your excitement about lemon icing how good it tastes I should be open to trying it I still may not prefer it but I can appreciate the fact that you do um so I have found in my experiences that embracing diversity has really opened up a wide world to me and I have better understandings and is in in proved my positive outlook on life now obviously it is not possible possible to always be positive my life is not

perfect there are things in my life that are not positive there are things in my life that are downright negative um and uh you know while I love my job and I've got you know classrooms of students who are intelligent wonderful young women and I'd like to thank them for their care and respect that has made my job so much fun the Saudi Arabian people that I have met are generous and also caring and will stop and help anytime they feel like you are in trouble um they also are open to talking with American women who are curious about their lives which is which I do appreciate um the mix of international people who who work here and live here is f fascinating and their histories are just

unbelievable but and like many people here I live 13,000 kmet away from my family and I miss them every day terribly so um my friends and family will tell you I do I have my deep and

dark days find your way back to the positive look at the beauty in this world um do what it takes to to get back to a positive place whether it's reading a book watching a funny movie spending time with friends taking a walk get a good hobby or all of it you know whatever whatever you can do come back to that positive place this world is an amazing place to be um this is all I have time to say um there's so much more that I would love to communicate to my my students and my my children things like love wholeheartedly every chance you get in spite of the risk of being hurt um work work hard in a job that you enjoy give whenever you can but there are so many other TED Talks by people who are far more qualified to that you speak to those topics that that um I think you know I'll let them do that so what what I'm hoping is that my experiences um have helped you to recognize and understand the importance

and the power of being positive thank

you

The Power of Positivity _ Guy Katz _ TEDxZurich

thank you

the year is 1941. and you're a Jewish teenager from Eastern Europe you just lost your brothers your sisters your parents who were brutally murdered in front of you or sent to the gas Chambers and you are imprisoned in one of the most horrific places Humanity has ever created the Auschwitz birkenau concentration camp all four of my grandparents were Holocaust Survivors two of them survived that damned place my grandfather Arya which means Lion in Hebrew survived Auschwitz for more than two years I once asked him when I was young Grandpa how did you do it and all he said was just by always

smiling and always saying yes anytime the Nazis asked people to do anything no matter how cold he was how long the day was how hard it was remember this is Auschwitz we're talking about he said take me anytime they asked he raised his hand high and said I'll do it even the Nazis knew they could trust Ave they knew that they could use them but it was worthwhile for them to take care of him so by being positive and valuable he survived my grandfather here with me was right because everything starts with a positive attitude and despite all that's happened to him or maybe because of it he turned out to be one of the most driven and empathetic people I have ever met plus everyone instantly fell in love with him because he was always positive no matter what

as the famed Austrian psychiatrist and an Auschwitz Survivor himself Victor Frankel said everything can be taken from a man but one thing to choose one's attitude in any given set of circumstances many of us assume that success leads to happiness turns out we've got it backward in his work with KPMG Pfizer and Yale psychology department Sean Aker has seen how happiness and positivity precede success happy employees show an average of 31 higher productivity 37 percent higher sales with creativity three times higher than their unhappy colleagues therefore from my time in school the military working for tiny and giant companies to my career as a management Professor I realized positivity pays off period I even just got married for the second time right so I went on a quest and found four ways to utilize it anywhere and with anyone because positivity is not magical it is

science and it all starts with the very first interaction now what's gonna happen now I'm going to show you a picture really quickly on the screen you have to look up there and then I'll ask you what you see ready one two three all right show of hands who see the man who's seen a hat a beard a smile now keep your hands up if you think what you've seen is positive amazing here's the crazy thing you have no idea what you've just seen but like 80 percent of you know it's positive this is the power and danger of first impressions a series of experiments by Princeton psychologist Wilson tadore reveals that all it takes is a tenth of a second to form an impression of a stranger and that longer exposures don't really change that now I'm sure many in this room have used the dating app like Bumble or hinge or Tinder that means the

split second we need to know whether to swipe left or swipe right is more than enough to know whether or not we want to hang out with someone and when someone begs you to try out a date although you really want to swipe him away don't science says it's a complete waste of time like it or not judgments based on facial appearance play a significant role on how we get treated and how we treat others psychologists have long known that attractive people get better outcomes in practically all walks of life unfortunately we cannot change our faces oh and no Instagram filters do not count what we can influence though is the way we dress or the background we use for that really important online meeting because yes there is no second chance for First Impressions here's the picture I've showed you before and this is my Barbara David making me an espresso just the way I like it now he's not just a master Barber no sir he's also a

master of positivity because he utilizes a second aspect of it the power of all human senses also called the multi-sensory approach the more senses the better now can you smell something now yes it's the smell of fresh bread did you know if you're smelling sorry if you're selling your apartment you should put bread or cake to bake in the oven while you show it to people by doing that you will raise the chance of them buying your apartment and even increase the price out of all five senses

the sense of smell is the most essential trigger of memory Studies by Rockefeller University show us that we remember five percent of things we see but 35 things we smell one reason is that the olfactory system is located in the same part of our brain that infects emotions and memory so a scent is subconsciously Associated to a specific person experience of in time and when people see your beautiful

apartment while smelling the fresh fruit they're automatically taken back to the Realms of their childhood immediately feeling at home there's more David also knows what he's doing when he's making me a coffee if served appropriately and if it tastes good it triggers all five of our senses a 2022 Journal of marketing study found that having a caffeinated drink before shopping leads to more purchases and increased spending now I'm sure you know the motto don't drink and drive right so it turns out that with caffeinated drinks we also need don't drink and buy thank goodness my wife really hates coffee but she does like Coca-Cola though anyway my my interest for people and communication took off throughout my military service in the IDF at the time and completely opposed to what one may think when seeing me back there I quickly learned that the only way to tackle ambiguous or demanding situations is Never by force ever but

only through creativity and positivity did you hear that leaders of the world I then worked in security to finance my business studies at the time I met many famous people and politicians most if not all of them ignored me completely but not Shimon Paris the only man in history who was both president and prime minister of Israel when I was assigned to work for him he treated me like I was the most important person in the world asking my name and what I studied as if he had met another 100 people that day that deeply impressed me I met him again a few months later he seemed happy to see me he remembered my name even what I studied was that why everyone loved him the Japanese scientist noriaki Kano realized this about 50 years ago generally people forget average even better than average experiences with others what we remember though is anything surprising or unexpected just like Shimon Paris remembering my name this is number three it's the rental car company that installed the child seat

without me having to ask for it it's the flight attendant that memorizes passengers names before they board the airplane In First Class of course or it's yeah well or it's the hotel that remembers you have a pineapple allergy from a visit two years ago all of these stick to our minds simply because we did not expect them also called the lighters they're the basis of making people fall in love with a person or even a brand and it's easy to harness that plus it's free now some jerks don't remember anything about anyone they couldn't care less right the world is constantly evolving and so are we whether in politics or business we simply refuse to accept negative behaviors that were perfectly normal only a few years ago in a recent New York Times article the authors call for no more working for jerks especially since we've all been rebuilding Our Lives after the pandemic I did wonder though who's a

jerk anyway so I looked it up

Britannica says it's a person who is not well liked or treats others badly now Urban Dictionary really hits the spot if you ask me by saying it's the mandatory mindset for self-survival within corporate Americans now I wanted I really wanted to show you examples of jerky communication by using photographs of famous politicians only there's only so much it can do in public so I'll show you photos of my two little boys instead as they can be the biggest actors according to Princeton University there are three kinds of negative communication harmful to ourselves in a relationship with others and only one that's positive first there's passive communication second there's aggressive communication the worst is passive aggressive communication which by the way was the hardest for my kids to act out the fourth and only healthy and positive kind is called assertive communication the only way to lead to respectful and

longer-term relationships so how can we utilize it I've spent thousands of hours working with Highly Successful People from dozens of Industries and positions who cater to the world's wealthiest which also means most demanding customers and I've analyzed how they communicate in good times or bad to figure out their secret sauce for positivity number one we communicate with our bodies long before we switch our miles on a luxury real estate agent for example will never sit across the table from you as that would feel like a subconscious barrier implying rivalry but next to you or even better is to furnish our offices with round tables because these don't have sides at all and even when they walk with you somewhere they'll make sure to walk side by side signaling equality and partnership now looking at these there is no way in the world to know who's selling and who is buying right that's entirely the point

hold on a minute though can't we do the exact same thing when we're dating of course we can we're always selling something to someone here it's an apartment on a date it's something else number two the most successful sales people in the world spend most of their days not speaking but zipping it and listening something we all really really suck at as Denzel Washington said an American Gangster the loudest in the room is the weakest in the room finally even when they are the ones to speak they hardly ever say no as a matter of fact they hardly ever say any negative term whatsoever so this is number four they say no without saying no now doesn't that sound like a dream for all the introverts Among Us who have a hard time saying no let me show you how private Bankers for example speaking to clients of theirs worth billions cannot say no even when given an impossible request instead they

reframe their negative message into a positive one instead of saying what's impossible they'll tell you what's possible and instead of saying what they can do they'll say what they could do and even when you ask them for a discount no that's a real trick they will tell you something like we already

gave you the best price now aren't these all much more likable and positive versions of no don't get me wrong it doesn't mean we shouldn't ever say no sorry for disappointing dear introverts Among Us it just means we can almost always find a positive alternative do you also notice they change their eyes into E's excellent communication can never just be about you unless you're a narcissist so scrap all your eyes from now on by the way the word but is almost negative as a no when we tell someone I like you but you're a jerk do we like them see when we use the word but we actually

cancel anything we've said before it so scrap that one two and yes it takes a lot of hard work and practice I can tell you though I can now spend entire days without ever saying no so let's all unjerk by using anything humanly possible First Impressions the five senses remembering little details and scrapping all negativity from our words and posture and it works in any single language finally a few years ago in a Harvard Business review article Meyer and Greenberg answered the ultimate question of what makes a good salesperson and it boils down to only two things Drive and empathy I'd say positivity is the fine thread that connects them so what do my grandfather Shimon Paris and the most successful people in the world have in common they're all driven people magnets who constantly exercise positive communication

and are simply fun to hang around we may think people are born as great communicators it positivity is not magical it is science as Shimon Paris said himself optimists and pessimists die the same way they just live differently I prefer to live as an optimist thank you

The Power of Reframing Exercise as Self-Care _ Mik

when i ask new gym goers what's your why for wanting to start a new fitness journey the most popular answer i receive might surprise you it's not to be a bodybuilder it's not to run a marathon it's not to lose 100 pounds and it's not to make an ex-boyfriend or girlfriend jealous because you finally achieved your revenge body instead the most common motivation i've heard to the question why'd you want this so bad is simply this it's time to put myself first my name is mike stanlaw i'm a personal trainer and i make people sweat for a living don't worry i'm not here to make you do 50 push-ups instead i'm here to talk to you about

reframing and rethinking exercise as an ultimate form of self-care not just as a means of getting stronger and looking better let's throw an interesting fact your way about self-care did you know that one in every three people actually feel guilty for taking some time for themselves i should know i was one of them back in 2015 when i opened my fitness studio i actually felt that if i wasn't training clients one-on-one if i wasn't teaching group exercise classes if i wasn't promoting on social media or if i wasn't doing one of the thousand tasks it takes to run a business that i was being a bad business owner i felt that by taking some self-care time for me and by exercising on my own in my

own studio that i was being selfish

a personal trainer that felt guilty for exercising there's some irony for you yes running a business takes some time and energy but i quickly found that by not taking care of myself by not getting my own workouts in i was actually losing energy i was losing confidence i was feeling hypocritical and worst of all i was starting to resent training clients because hey they were getting their workouts in and i was being a slacker i had to go back to the one fundamental activity that made me who i am i had to go back to the one fundamental activity that made me want to start a business and help people in the first place i had to start my day every day with my favorite form of self-care physical fitness by doing this i quickly learned that i was better for myself during the day and i was better for others

besides nobody likes a cranky personal trainer not long after this whole fitness dilemma of mine came one of my most pivotal moments and biggest realizations it wasn't when i discovered the awesomeness of protein powder i came across a startling statistic that stated that only five percent of americans get the recommended 30 minutes of physical activity daily 5 this absolutely blew my mind and i almost immediately made get your 30 our studio motto and my personal message to all get your 30 meaning get a minimum of 30 minutes of physical activity daily for your physical and your mental health 30 minutes 2 of your day your 30 isn't just a catchy slogan has to be a way of life so just how important is getting your 30 how important is self-care

back in the pandemic of 2020 like many other businesses our studio was shut down for a little bit we were closed down for four months and in these four months you'd be amazed by how many of our members would reach out to me and tell me how much they missed the gym and how much they needed fitness for their physical and for their mental health many were anxious lonely scared or depressed they needed fitness my phone was filled with text messages about this from our members the other text messages were from people i haven't heard from in years asking me to borrow my workout equipment hey point being people need a fitness and during this time there's one particular story that stood out to me the most a good friend and client of mine named

angela was doing one-on-one facetime personal training sessions with me now as you know training in person or almost anything in person was a big no-no at this time and i spent a lot of time training clients like this so one particular saturday morning seven o'clock am angela and i are getting ready to train i call her up like i normally would she answers like normal only something was very different about this day instead of reaching for her weights like she normally would angela simply tells me i'm sorry i can't do this today i'm completely unmotivated and i can't train there wasn't even time for a motivational pep talk we both said goodbye and hung up i knew that angela had been slowly going into a downward slope in her her fitness and in her mindset over the last few months

but after eight long years of training together i was afraid that angela was going to tell me any day now that she wanted to quit personal training and she wanted to give up on her fitness journey all together what had happened at one point angela was a marathon runner who regularly logged 20 to 40 miles per week at one point angela was one of my most energetic and enthusiastic clients who had been at all of our fitness studio events all of our photo shoots a woman who at one point had lost 115 pounds would it happen and why this downward spiral as scary as this is going to sound what happened to angela could happen to every single person listening and maybe it has 60 to 70 hour work weeks had led to extreme stress extreme stress had led to bad eating and

drinking bad eating and drinking had led to further inactivity overwhelm and depression she stated that she was simply surviving the weeks and living for weekends and vacations which she knew really wasn't living at all angela had referred to her eating and drinking as self-medicating and i'm sure it took the edge off in the moment but the truth is angela was slowly but surely killing herself her self-control and her self-care had both reached rock bottom this was a tough time in angelo's life but what she didn't do is she didn't quit on her personal training she didn't quit on her fitness journey angela and i had a long talk about what we needed to do to pull her out of this dark place and get her back to being her former self again if this were a rocky movie this is where the training montage would kill

the personal trainer makes a rocky reference go figure but but angela and i got after it we bumped our training sessions up from two times a week to three times a week she started slowly getting back to her running angela started sending me food logs via email about what she'd been consuming during the week she started taking yoga for her flexibility and for her peace of mind and she started talking to a therapist about ways to better manage her stress that did not involve food and alcohol angela had my support she had her therapist support and she had the support of her husband paul whom she refers to as her rock little by little things got better for angela it didn't happen overnight but she started slowly losing weight and she started regaining her mental

clarity the biggest comeback though was in 2021 we held a transformation challenge at our studio and out of 30 people that participated angela took first place yes she won some cool prizes but more importantly she had lost 65 pounds she had regulated her numbers she had regained her energy and her enthusiasm that she once had so this was more than just a physical transformation this was a mindset transformation as well the old angela that i knew was back and this was redemption if you're still playing the rocky theme in your head you're good you can stop now you're good listen everyone at one point or another has had a hectic crazy stressful day week month or even year this isn't the introduction to a friend's episode

this is real life this is your life work bills commuting family issues trying to remember all your internet passwords you can't simply snap your fingers and make these things disappear you can't decide in the middle of a traffic jam with a screaming toddler in the back while you're late for an appointment that i think i'm going to take a minute practice some self-care right now take a break take a minute take some time for myself it doesn't quite work that way you can't call a timeout in life but what you can do is you could decide to start your day with some self-care so that you're better equipped to handle these situations as they arise so what exactly is self-care what comes to mind massage spa day

relaxing car ride talking with a therapist a mani pedi my wife's favorite or is it the place you can go to nowadays take a baseball bat and smash all sorts of objects in a room when you're feeling angry and stressed out hey whatever works right the world health organization defines self-care as what people do for themselves to establish and maintain health and to prevent and deal with illness now there's all different types of self-care emotional mental spiritual self-care but i personally personally believe that physical self-care is the absolute best form of self-care you can practice now i know i'm a little biased given my profession and all but hear me out physical self-care ties in with all of the above it ties in with your mental emotional your spiritual self-care and think of all the amazing benefits of exercise

yes there's all the visible benefits we've all come to know and love weight loss strength gain muscular definition improved endurance but there's a benefit that goes well below the surface that's even more important than just being physically strong exercise makes you mentally strong because it improves your mindset and it improves your outlook on things exercise doesn't change external situations changes how we view them exercise doesn't change external situations it changes how we view them angela's story is so important because it's reflective of the direction many of us find ourselves going in from time to time and it's a constant reminder that we all need self-care daily life can change in an instant if you're not taking care of yourself you'll be less equipped to handle the twists and turns angela will be the first to tell you

she still has her ups and downs with fitness and with life we all do a client asked me one time wouldn't it be great if fitness results were like a diploma then once you get them you simply get to keep them sadly it doesn't work that way zig zaglar said it best motivation doesn't last well neither does bathing that's why we recommend it to ellie you have to work on your self-care every single day think about how many of us mindlessly go through the rat race daily stressed from work deadlines financial hardships family obligations trying to please everyone else but putting ourselves dead last and now think about how amazing it would be to start the day on your terms with your own self-care so that you run the day instead of hitting the snooze button 13 times and allowing the day to run you

once you begin the day by getting your 30 once you begin the day with your own self-care that's one small victory your brain will automatically start to think what can i conquer next and then once you begin to stack these small wins they slowly build up and this leads to having great days through self-care exercise doesn't change external situations changes how we view them i want to challenge you to get your 30 every single day for your own self-care for your physical and your mental health and for your loved ones thank you so much

The Power of Struggling with Mental Illness _ Pipe thank you

hi my name's Piper according to psychiatrists who utilize the DSM the diagnostic and statistical Manual of mental disorders I have psychosis OCD depression anorexia autism anxiety bipolar borderline personality disorder bulimia oh I'm also a Taurus I spent the last six years in the mental health system through hospitals residential programs Wilderness therapy and more today I'm here to talk about my story and why the one size fits-all approach to mental illness doesn't work for

everyone since my first stay in a psych ward after a suicide attempt at age 12 I was treated as though I was broken and needed to be fixed they never looked at the whole picture they never looked at all the symptoms it was what am I presenting right now treat that and send our own away with new Mets when I said I was suicidal now I have major depressive disorder and when I wasn't eating I had anorexia nervosa and when I was self-harming I had generalized anxiety disorder find a therapist here's your meds let's fix that my adolescence was filled with traumatic stays in Psych wards my honesty was met with what felt like punishment I would say that I wanted to die and I had to stay for a few more days my weight went down so I had to stay for a few more days I was angry and didn't want to go to

group therapy so my sentence was extended for a few more days so I learned how to lie and I learned how to cheat to get myself out faster and I get that in the long run that probably did more harm than good but my immediate need to get out of what felt like a prison was pretty strong so the cycle continued I'd fall apart I'd do something so risky I'd end up in the psych ward I'd feel safe for a bit I get yet another incorrect diagnosis and then I lie about how I felt to get out I started relying on them to fix me when in the long run I was doing more harm than good when I went to a long-term Wilderness Therapy Program and a therapeutic boarding school it was the same exact story what am I presenting what tools do you have for me

don't forget the meds and if I didn't improve I had to stay longer so again I learned how to suppress and manage my symptoms through all of this I was stuck in the continuous cycle of self-sabotage poor Mental Health and suicidal Behavior in August 2020 I had a very serious suicide attempt I had

just graduated from these long-term programs and I told myself that I was free right I had played the game successfully and since I had done everything in the books when it comes to mental health treatment I was good now or so I told myself I ended up in the ICU intubated and unconscious for several days and in the hospital for about a week this was my closest call yet I remember that first morning home from the hospital so vividly it was around 7 A.M I had just woken up in my parents bed

I was looking out the window and listening to the birds chirp and then I had this Moment of clarity about how I had spent the last four years of my life in the mental health system but never really felt any relief I had been solely relying on them to fix me something needed to change so I started embracing the mental health challenges I face my correct diagnosis is borderline personality disorder some of the things I face are impulsivity disordered eating All or Nothing thinking and intense emotions my brain has created these thoughts and feelings because it is trying to keep me safe it's trying to protect me we all have certain thoughts and emotions and it's our brain's way of saying something needs to change for you it could be restlessness resentment

anger or intense feelings of sadness let's say I'm feeling really stressed at work instead of turning away from that issue and thinking I hate feeling like this how can I suppress this how can I get rid of this I'm going to turn towards that feeling what is this trying to tell me maybe I need to take a break I've been doing too much at work and my brain is going crazy so I need to stop for just a second maybe I've been focusing so much on my workload that I forgot to have a life outside of that so I can go hang out with some friends this weekend and relax a little bit by using this tool I've seen a huge Improvement in my mental health I feel more peaceful more intuitive and more stable for years I was taught that I was broken that I needed to be fixed this contributed greatly to the way I felt mentally I hated myself and I hated that I wasn't

normal the thing is you can't hate yourself into feeling better I had to relearn the way I felt about my disorder I feel emotions very intensely and yes the lows for me are incredibly low but the love I feel was such intense emotion is so beautiful and the happy moments are so much brighter I'm now 18. and I would be lying if I said I have not been in moments of Crisis since that night the difference between now and then is my relationship with crisis yes I do have a therapist and yes I am on meds but I don't solely rely on that to fix me and I know deep down that I'm not something that needs to be fixed and there is nothing wrong with me throughout my journey I have met hundreds of people who have these same exact story as me

this is not unique I am not broken they are not broken you are not broken thank you

The Power of a Growth Mindset _ Surbhi Sachdev _ T I'd like to begin this talk by conducting a

small exercise with all of the students speakers and faculty present here so you guys ready to participate okay so I'd like you to take your right hand and raise it as high as you can good now I'd like you to take the same right hand but this time raise it just a little bit higher awesome I can see that everyone in the audience could do it great put your hands down I'd like to pause here though and just ask you one question how come none of you raised your hand the highest that it could possibly go the first time that I asked you to do it ask yourself what's stopping you you see as individuals we have a natural tendency to remain within our comfort zones and I just proved it to you with this small exercise whether it's a fear of failure a fear of adversity a fear of taking a leap into the unknown for some reason we prefer to stay within our comfort zones now maybe

this can be due to a fear of failure a fear of adversity or maybe taking a fear into the unknown maybe taking a fear into the unknown but for some reason we continue to do this now what I'd like to talk to you about this is that this is not about our mindset and it's all about changing our mindset and how do we find that confidence back and how do we overcome those obstacles by learning how to control our mindset we can take a leap into the unknown and turn our biggest passions and dreams into a reality still don't believe me well I have a personal story to share with you guys five years ago on April 27 2013 a girl who was a true definition of a tomboy was crowned the second runner-up of the Miss India world wide pageant in Kuala Lumpur Malaysia now this girl did not imagine that this would happen but it did and it changed my life and opened up lots of opportunities for me as soon as I left Malaysia and flew back to the bi I had a ton of modeling opportunities lined up for me I'm talking the

opportunity to work with big design from the industry the opportunity walk on stage for the best fashion shows and the opportunity to really live my dream at the same time however I was completing my final year in university like many of you here but I was confident that as soon as I graduated from university every aspect of my life would be planned out for me perhaps I was being naive or maybe I was just living in the success of the moment now after graduating from university I decided that I was going to travel to Mumbai to see if I could pursue this dream a little bit further now I'd like to pause the story here because I want to talk to you about something called The Mirage effect alright a Mirage effect is a natural optical illusion that we often come across when we're driving on vast highways such as this one right here and often when we're driving on such fast IV's it's common to see mirages they look like little pools of water in the distance ahead of us how many of you are aware of this phenomenon

okay however what happens is when we come close to the spot where the Mirage had been we soon realized that it doesn't exist it almost vanishes into thin air and then another teasing illusion appears ahead of us so the reason that I'm talking about this is because the journey to Mumbai was such an illusion for me you see the closer that I got the more that I realized that the world that I saw

from a distance cease to exist and what that world actually had to offer to me at that time did not line up with the visions and beliefs that I had for my life and so I had to make a choice and I decided that I would return back home although I was disappointed at that time what I want you to take away from that phase of my life wasn't the fact that my life plan did not end up working out for me it is in fact a key message that I would like to share with all of you today something that I did not understand back then as individuals it's extremely essential for us to enter a state of discomfort at least once in our

lives because it is this state of discomfort that allows us to understand that we need to continue to grow and flourish outside of our comfort zones it is really the first step to go outside of our comfort zones however it's not always easy managing a state of discomfort you see when I returned back to the by I found myself going down a spiral of negativity and soft out it is at that time that I started asking myself questions such as why me I was feeling lost confused overwhelmed not to not knowing what I wanted to do next you see my peers around me had all graduated from university and got their first jobs and I was still trying to decide what's going to happen next for me and when I was at the lowest of this spiral right here at the lowest phase of it I decided that I needed to apply for any job and so I did I got my first job in administration was I passionate about it no was it life-changing no but it paid me a decent salary and I could compare myself to the rest of my peers you see

at that time I wasn't looking for passion or interest all I saw was the fear of facing failure and a fear of falling behind in comparison to the rest of my peers after a couple of months in that job I remember being called into the meeting and my managers told me you know sir B you do this job perfectly you complete your tasks on time but I don't think this is the place for you I was confused I didn't understand their decision or why they called me in they told me just one simple thing at that time this job is not your passion and those were the six words that I needed in order to realize that that was the wake-up call for me in my life now the reason that I'm sharing this with you is because although at that time I was pretty devastated I want you to understand that you will come across situations like that in your life different situations of failure but here's a key message that we need to understand as individuals it's extremely important for us to understand that failure is not just a setback it's an

opportunity to grow I shared this in my

first TEDx talk and I'd like to share it

with you again today it's not the fact that life has knocked you down what matters is for you to visualize the length of time that you choose to remain down because this is what will help you

remain accountable for yourself and it will help you understand that every day we get a choice okay so we get a choice to either look at our failures and just accept that as our life or we get a choice to look at our failures and to understand that this is not it and we have a lot more to do our failures are stepping stones to the possibility of growth and success alright so after I had this phase in my life I took some time off and I decided I'm just going to reflect about my journey so far and through this process I understood that my journey of missing your worldwide taught me a couple of things first it taught me that I had a natural love for being onstage second it taught me that I had the ability to utilize my

voice in order to ignite audiences third it taught me the ability that every day I have an opportunity to make a difference to educate and inspire young individuals like you to go out there and conquer your dreams so why wouldn't I follow all this something that I was already good at so that's exactly what I decided to do I decided that I was going to travel to an island that I've never heard of before in order to turn my vision of becoming an international speaker and educator into a reality and so I decided that I was going to embrace the excitement of the unknown how do I do this so you've decided you want to take that first step outside of your comfort zone you've decided what you wanted to do in your life how do you take that first step you do this by actively seeking opportunities that allow you to grow and so my opportunity was traveling to this beautiful island right here it's an island called Palma de Majorca in Spain and it's an island that have never heard of before in my life I decided to travel

here to pursue my master's degree in education for a year so that I could turn my vision of becoming an international speaker into a reality you know traveling alone to this island was definitely one of the most scariest experiences of my life because I was not sure what I was getting into but it was also one of the most liberating experiences of my life because it allowed me to diversify my thoughts it gave me the confidence to take a leap into the unknown and it gave me the confidence to make beautiful friendships along the way but most importantly it taught me that I can find my true calling out loud outside of my comfort zone if I had the confidence to do it since then I've had the amazing opportunity to travel all over the world and I continue to educate individuals and inspire them to conquer their dreams without a second thought and that is honestly the best part of my job having the opportunity to meet individuals like you and allowing them telling them to conquer their dreams

without a second thought at the beginning of this year on January 1st 2018 if someone came up to me and told me that before the end of this year you

would be giving not one but two TEDx

talks within the span of less than four months I would have laughed and said that's crazy but that's

the thing about our mindsets you have to be crazy enough to know that you can do and achieve anything that you want to in your lives and if there's one significant message I can leave you with tonight it is this you can only go as far as your mind lets you you can either stay within your comfort zone and continue to wish hope and dream of a better life or I challenge you today to push yourselves a little higher aim a little bigger be brave enough to take that first step outside of your comfort zone to create the life that you want too because remember what you truly believe is what you can achieve thank you so much ladies and gentlemen it's been an absolute pleasure

The Power of belief -- mindset and success _ Eduar Transcriber: asma youssef Reviewer: Denise RQ What do you think is the key to achieve our goals, our success? Some people suggest things like hard work, focus, persistence. But research shows these are all by-products of something else, something much more powerful that we can all develop. It is this very special something that is really critical to success, and is what I am here to discuss with you today. Someone who has achieved great success is Josh Waitzkin, a chess international master and the subject of the movie "Searching for Bobby Fischer". Nobody has won all the national chess championships that Josh has. But even more impressive, when he turned 21, he took on the challenge of mastering something completely new

and very different from chess: martial arts. He realized that he had learned how to grow and succeed, and he could apply that understanding to other domains. And so, he devoted himself relentlessly to tai chi chuan. And after lots of hard work, many failures, and some broken joints, he became a great martial artist, and he won two world championships. Now he is off to jiu-jitsu. So what does Josh say is the greatest thing ever happened to him? Believe it or not, he says, "Losing my first national chess championship, because it helped me avoid many of the psychological traps." The key trap that Josh avoided was believing that he was special, that he was smarter than other people, and that he didn't have to work hard. He could have thought of himself as a prodigy, but he doesn't think that he has extraordinary intelligence.

He says, "The moment we believe that success is determined by an ingrained level of ability, we will be brittle in the face of adversity." Josh often quotes Stanford Professor Carol Dweck who discovered that some people see intelligence or abilities as fixed what is called a fixed mindset, while other people see them as Josh does, as qualities that can be developed; a growth mindset. More important, Dr. Dweck discovered that these two different mindsets lead to very different behaviors and results. In a study she did with Dr. Lisa Blackwell, several hundreds seventh graders were surveyed to determine which mindset each student had, and then they were tracked for two years. Results showed that the students with a growth mindset, those who thought they could change their own intelligence

increased their grades over time. While those with a fixed mindset did not. You can see the trend, the gap in performance just widens and widens over time. The difference between these two groups: a different perspective on intelligence. Other studies have shown similar effects for our mindset about other abilities like problem solving, playing sports, managing people, or anything else you'd like, dancing La Macarena. The key to success is not simply effort, or focus, or resilience, but it is the growth mindset that creates them, the mindset itself is critical. Research shows that when we directly try to build grit or persistence, it's not nearly as effective as addressing the mindset that underlies them. How many of us think of ourselves as not math people, or creative, or sociable, or athletic, or conversely, that we are naturals? If we are to fulfill our potential,

we have to start thinking differently. We have to realize we are not chained to our current capabilities. Neuroscience shows the brain is very malleable. And we can change our own ability to think and to perform. In fact, many of the most accomplished people of our era were thought of, by experts, to have no future. People like Charles Darwin, Lucille Ball, Marcel Proust, and many others. But they, along with all great achievers from Mozart to Einstein, built their abilities. But the key insight I would like you to walk away with today is that when we realize that, when we realize we can change our own abilities, when we have a growth mindset, we bring our game to new levels. So how does a growth mindset do that? It turns out that there are physiological manifestations to mindset. Brain scans show

that for people with a fixed mindset, the brain becomes most active when receiving information about how the person performed such as a grade or a score. But for people with a growth mindset, the brain becomes most active when receiving information about what they could do better next time. In other words, people with a fixed mindset worry the most about how they are judged, while those with a growth mindset focus the most on learning. There are other consequences of mindset: people with a fixed mindset see effort as a bad thing, something that only people with low capabilities need, while those with a growth mindset see effort as what makes us smart, as the way to grow. And when they hit a set back or a failure, people with a fixed mindset tend to conclude that they are incapable. So to protect their ego, they lose interest or withdraw.

We observe that as lack of motivation. But behind it is a fixed mindset, whereas people with a growth mindset understand that set backs are part of growth. So when they hit one, they find a way around it. Like Josh Waitzkin did when he lost in chess or in martial arts. Research clearly shows these effects of mindset. In one study Dr. Dweck did with Dr. Claudia Mueller, they had children do a set of puzzles, and then they praised the kids. To some of the kids, they said, "Wow, that's a really good score, you must be smart at this." That's fixed mindset praise because it portrays intelligence or abilities as a fixed quality. To other kids they said, "Wow, that's a really good score, you must have tried really hard." That's growth mindset praise because it focuses on the process. Then, they

asked the kids,

"OK, what kind of puzzle would you like to do next? An easy one or a hard one?" The majority of the kids who received the fixed mindset praise chose to do the easy puzzle. While the great majority of those who received the growth mindset praise chose to do challenge themselves. Then the researchers gave a hard puzzle to all of the kids because they were interested in seeing what confronting difficulty would do to their performance. Look at what happened when the kids later went back to the set of easier problems that they started with. The kids who received the fixed mindset praise did significantly worse than they had originally, while those who received a growth mindset praise did better. And to top it off, at the very end, kids were asked to report their scores; and the kids who received

the fixed mindset praise lied about their scores over three times more often than those who received the growth mindset praise. They did not have another way to cope with their failure. The difference between these two groups: one short little sentence. How often do we praise kids for being smart or for being great at something? We have been told that this will raise their self-esteem. But instead, it puts them in a fixed mindset. They become afraid of challenges, and they lose confidence when things hit hard. As Josh Waitzkin says, "It is incredibly important for parents to make their feedback process related as oppose to praising or criticizing talent. If we win because we are winners, then when we lose, it must make us losers." These studies show not only the mechanisms

by which mindset affects performance, but they also show something else that is very important: they show that we can change mindsets, and that's important, because most of us have fixed mindsets about something. Another study that showed that we can change mindsets is one in which Dweck and Blackwell did a workshop with seventh graders to instill a growth mindset in them. As a result of the workshop, the students gained more interest in learning, and they worked harder; and as a result of that, their grades improved. Other studies have shown that when we teach a growth mindset, not only that it improves achievements for students as a whole but it also narrows the achievement gap, because the effects are most pronounced for the students who face negative stereotypes such as minority students, and girls in math. I have spoken mostly about children,

but mindsets affects all of us. In our work places, managers with fixed mindsets don't welcome feedback as much, and they don't mentor employees as much. And employees with growth mindsets about specific skills like negotiations become far better at those skills than people with fixed views. Mindsets can even help us solve big social issues. A recent study showed that when we expose Israelis and Palestinians to the idea that groups can change, they increase their attitudes towards one another, they improve them. and they enhance their willingness to compromise and to work for peace. We also see the effects of mindsets on relationships, sports, health. How is it

possible that as a society, we are not asking schools to develop a growth mindset in children? Our myopic efforts to teach them facts, concepts, and even critical critical thinking skills

is likely to fail, if we don't also deliberately teach them the essential beliefs that will allow them to succeed not only in school but also beyond. There is a lot that we can do to change mindsets, but here are three things that any of us can do to instill a growth mindset in ourselves and in those around us. First, recognize that the growth mindset is not only beneficial but it is also supported by science. Neuroscience shows that the brain changes and becomes more capable when we work hard to improve ourselves. Second, learn and teach others about how to develop our abilities. Learn about deliberate practice and what makes for effective effort. When we understand how to develop our abilities, we strengthen our conviction that we are in charge of them. And third, listen for your fixed mindset voice, and when you hear it,

talk back with a growth mindset voice. If you hear, "I can't do it," add, "Yet." My request to you today is that you share this knowledge about the growth mindset with your family, friends, and schools so that all of us can go and fulfill our potential. Thank you.

The Problem With Being _Too Nice_ at Work _ Tessa So why is it the case that when we are feeling the most anxious, uncomfortable, socially awkward versions of ourselves, when our hearts are pounding and our palms are sweating and we feel like crawling out of our skin, are we also the most nice and often generic to the people around us? I'm a social psychologist, and I've been studying the science of uncomfortable social interactions for over 20 years. So everything from new roommate relationships, negotiations, upward feedback with your boss to doctor patient-interactions, those moments where you need to break in and say, "Yeah, for the last 20 minutes, I actually have no idea what you were talking about. Can we maybe rewind a bit?" And to study these things,

I look at three main outcomes. First, I look at what people say, the things we can control, how friendly we are, how much we complement one another, how much we give gracious feedback. Second, I look at the things that are tougher for us to control, our nonverbal behaviors, things like fidgeting, avoiding eye contact, playing with our hair, doodling even, even our tone of voice. And then I look at the things that are impossible for us to control our under-the-skin responses, our physiology, our cardiovascular reactivity, things like blood pressure, heart rate, these types of things that we often don't even really realize that we're feeling. And the way I do this is by having people come into the lab and interact with each other in a bunch of different settings,

and I have them negotiate with each other, I have them get acquainted with each other. And often it's the case that in these interactions, people are required to give some form of feedback to their partner. Tell them honestly what they're thinking or feeling, come in with an offer for a negotiation,

tell them what they could have done better next time. And I think we all kind of know what it feels like to be in one of these studies. You might not know what it would really feel like to be in one of my studies. There's a lot of equipment involved, but we plug people up to all of these things to measure these under-the-skin responses. We videotape them to capture those behaviors that I just mentioned. Now, to get us all into this mindset of what it's like to feel awkward, but maybe potentially a little bit nice, I want you all to think

about what was the last awkward interaction that you had. OK, so keep this thought in your mind. You can think about it for a few moments, because in a couple minutes, I'm actually going to randomly call on someone based on your seat to have you come up and share your story of what that moment felt like. So before we do that, I just want you all to kind of get a sense of the typical pattern that we see when people are engaging in these interactions. So we bring them into the lab, we hook them up to all this equipment and within moments, within the first 20 seconds, we start to see those stress responses that I mentioned. Their heart rate goes up, their blood pressure increases. It doesn't take much to get people to start to feel anxious. Next, we see it in those nonverbal behaviors.

They start to fidget, they avoid eye contact, they pull their chair a couple inches away from the person who's sitting next to them, in an effort just to get a little bit more distance. One of my favorite findings is in doctor-patient interactions, uncomfortable doctors, they look down at the chart more, or they look more at the computer screen instead of making eye contact with those patients. So let's all return to your awkward moment. Does everyone have an awkward moment in mind or thinking about one? How many of you have increases in your heart rate, maybe your palms are sweating? You can start to feel yourself getting a little tingly just with the mere thought of being called upon today? Hey, a few of you. How many people would actually

be excited about that opportunity? Not -- OK, same people.

How many of you, if I did call on you, would walk up here, you would grin through gritted teeth like this and you would do it even though you secretly hated me the whole time? A few of you. Don't worry, I'm not going to actually do this. This was all just a ruse to teach you a lesson which is, in uncomfortable social interactions, we often don't have a social script of what to do. Instead of telling people what we really think, what we really feel, we do the nice thing that makes us incredibly uncomfortable. Now one of my favorite findings illustrating this effect is in the context of negotiations. I went to a major firm and I brought people together

who were used to working with one another, and we had them engage in a negotiation. And at the end of it, there was a winner and there was a loser. So we said to the winner, you know, this is really

a study about feedback. And what we would like you to do is give some constructive feedback to the person who just lost. What are some things that they could do better next time? What are some potential missteps? How many of you think that that's what they actually did, they really followed our instructions? OK, nobody. I can see where this is going. What we found is that even when we're talking to someone who just lost a negotiation to us, we tend to bend over backwards. We say things like, "The way you made that really early offer and didn't even ask for a counter, that was amazing." Or "It was so great how you didn't even

ask me anything about my side, or what I was willing to kind of, you know, change on or be flexible on." People layered on the compliments to someone who they just beat in a negotiation, telling them how great they are. So often these kinds of interactions that take the form of what I'll call anxious niceness, they involve a lot of compliments, telling people what they do well in a very general, non-specific way. But a lot of my work actually looks at what's it like to be on the receiving end of these types of interactions. How do you feel when you interact with someone over and over again who's giving off these kinds of brittle smiles? These are typically the kinds of facial expressions that we actually see from people, kind of sneering, a little bit of side eye,

you know, arms crossed, these types of things. After a lifetime of interacting with someone who engages in anxious niceness, what we find is that most people on the receiving end are racial minorities. They are disadvantaged group members, they are the type of people that we are worried about appearing prejudiced in front of, and that anxiety is regulated by being over-the-top nice to these folks. We also find that these individuals tend to be more synchronized to and attentive to the how-we-say-it piece than the what-we-say part. So in one study, we had Black and white Americans interact with each other in a cross-race interaction, and we brought them into the lab and we measured the physiology of both partners. What this allowed us to do is capture the degree

to which people stress. Those under-the-skin responses can actually be caught by their partners. And what we expected to find is that the Black participants would become more synchronized, physiologically, to those whites. They'd be more attuned to those, kind of, nonverbal signals of anxiety. And that's exactly what we found. The more anxious those white participants appeared, the more they fidgeted, the more they avoided eye contact, even the higher their cortisol reactivity, indicating some real deep, kind of, under-the-skin stress response, the more those Black participants became linked up to them over time. And I think this finding is a little bit terrifying. I think it means that we often think of our own stress and our own physiology as independent of the people we interact with, but our bodies are not always our own, our physiology is not always our own.

And if you spend a lifetime interacting with people who are so nice to you, in an effort to control their anxiety, you could potentially catch that stress. It could negatively affect your bodies. Now often

what we find is the type of feedback that people are actually getting isn't always super direct. Sometimes it's a little bit patronizing. So you could probably see where I'm going with this. Having over-the-top positive nice feedback can harm your performance, it can make it very difficult for you to climb up, difficult to kind of know where you stand, what you should do better, what you should stop doing, but can also damage people in ways that we often don't think about. It can affect their reputations outside of the interaction context. So imagine the case that you're one of these people who loves giving this general, nice feedback,

and you have someone who works for you, and a recruiter calls, maybe a past employee, a recruiter calls you, or someone asks you for a letter of recommendation, the kinds of things you're going to put are going to be like, "They're a real team player." "They have great energy at work." Generic things. Yes, they're nice, but they are not very telling about what that person is really like. And what we find is that the readers of these things, at best, think to themselves, "Wow, they must not really know this person at all. I don't even know what this means." At worst, they think to themselves, "Well, they probably have some real opinions. They're just afraid to share them." So these kinds of general positive feedback tend to actually harm people's reputation

when they're not backed up with real data. So I think we have to then think about what is the solution to this problem. Is it the case that we should all just be meaner to each other in an effort to be more direct? I don't think that's the case at all. I think there are some things we can do, and I'm going to highlight three of them, to improve the degree to which we give clear, consistent feedback to people, particularly in the workplace. So first we need to ask ourselves the question, how many people are on board with this niceness culture, really? There's a bit of a plural ignorance that goes on when we think about how nice we are to people at work. What I've found is that for every one person who loves this kind of general, generic, nice feedback, there's another person

who feels like it's lazy, who feels like it's not helpful. And I actually learned this lesson the hard way from one of my students recently. She was giving a practice talk in my lab, and she spent weeks and weeks preparing it, probably harder than anyone else I'd ever seen on preparing a talk like this. And then she went and gave it, and she came back and I said, "How did the talk go? Did it go well?" She said, "It was terrible. It was horrible. It was the worst experience." I said, "Well, what happened?" And she said, "All I got were a bunch of 'Great jobs,' That was interesting and then some clap emojis from the people on Zoom. Not a single person asked a tough question," she said. And I had this moment where I realized that positive feedback

can come across as lazy feedback. It can come across as disengaged feedback. And so if we want to change this culture, we actually need to first do a quick pulse of how many people are actually more interested in doing the tougher, constructive forms of this type of feedback. So you might be

thinking to yourselves, "Alright, I might be on board with this idea of tough, yet honest feedback. So what should I do? Should I go to people and say, Alright, do you want me to be ... nice or honest and useful?" No, do not do this. You will, by and large, get a lot of people telling you, "You know, I actually just want to keep it nice. That just feels a lot more comfortable for me." What I learned in my work is that this process I've been talking about,

about giving anxious, nice feedback, is just as much about the feedback receiver as it is about the feedback giver. People get into a bit of a dance with each other. I give you nice feedback, you kind of know it's BS, but you smile and say thank you and then, you know, go on your way. It takes a lot to break that interpersonal cycle. And to do that, we have to think about how we actually want to frame our feedback to other people. So instead of asking people, "Should I be nice or honest and useful?" What I like to do is ask people, "Can I give you feedback on a couple dimensions?" Can we think about feedback as general versus specific? Another dimension would be, can we think about things that you're doing well you should keep doing

versus things that "please stop." And I'll get in a moment to how we can actually frame that form of negative feedback. So I think a lot of us are actually pretty decent at the positive general feedback, right? "I love how timely you are." But what does that mean? It could mean that you're on time for meetings, it could mean that you turn your work in on time, it could mean it in a very global way of, "You sure managed to do a lot in five years." Or it could mean something so specific, like, Its so helpful that you send in your reports by 5 pm, but I don't really want to comment on all those other kinds of forms of being timely. And when we do the kind of general feedback that is negative, the "please stop," we need it to be specific. So kind of, one of the more common forms

of general negative feedback people get is "You don't take enough initiative here." How many of you have ever been told, Please take some more initiative? I think most of us at some point in our lives have experienced this. What does that mean? Does it mean I should speak up more in meetings? Does it mean I should be quicker on my email? Does it mean I should do your job without complaining about doing your job, which is often what it actually means? We have to break it down into the specifics, and that could include things like, "Don't wait for Tom to ask if you found any errors before you say, 'Tom, I found some errors.'" Now an important piece here is what people should do instead. Often if we get to the stage where we're comfortable enough telling people,

I have a specific, critical, negative thing I want to tell you, -- Please stop interrupting people, you know, not telling Tom about the errors, showing up five minutes late with coffee so I know what you were doing during those five minutes -- we don't tend to replace them with anything, but we know from our personal lives that replacing negative critical, "please stop" behaviors is absolutely essential. So I want to take you out of the workplace for a moment. And we're going to go to the

bedroom. Yes, I said we're going to the bedroom. So imagine it's the case that you just had sex with someone for the first time. OK, we're all there, we've done a lot of mentalizing today. And you turn to the person and you say, "Those last three things you just did back there, no good. They're all bad.

Didn't like any of them." They're going to look at you in shock and surprise and say, "Well, what should I do instead," right? And until we're ready to actually fire the person or kick them out of bed or fire them from our team, we have to focus on those replacement behaviors, what they should be doing instead. And I think as we think through kind of, scaling this type of feedback, it can be very scary to make these types of change. What I found is that cultures of anxious, nice feedback are ingrained. They're systemic, they are deeply embedded in a community, in the workplace, in a team, even in dyadic interpersonal relationships. And so to break that cycle, you have to start small, you need to start neutral. And by neutral I mean things that are not scary

to hear critical feedback on. You might be thinking to yourself, what's some neutral feedback that you could give me at the end of my talk? How about "I would switch the order of the points on your talk" or "I would change the font." These types of feedback are specific, and so they're useful, but they're not scary to deliver and they're not actually scary to receive. And what we find is that when people take these baby steps to work up to this type of feedback, they are much less anxious in the delivery. So those behaviors I opened with of people fidgeting, engaging in what we call a brittle smile, avoiding eye contact, they actually go down and so do those stress responses when you know and you're anticipating giving this kind of feedback that isn't going to sting. And I think as you work through this,

I don't want to be a proponent of killing niceness entirely. I think it's actually really important to put niceness in the delivery of your feedback, and that can come across in a bunch of different ways. It can come across as by showing you're engaged, you listened. You know what the person's actually trying to do, you're aligned with their goals. The first time I actually got this type of critical nice feedback was after a talk I gave and the person came up to me and she said, "Can I give you some feedback?" And immediately my heart started pounding. I'm like, oh great, here we go. No one likes hearing, "Can I give you some feedback?" And she opened with three things that she thought I did well. "I really liked points one, two and three you made in that talk. They really resonated with me. But you have this habit

when you're concentrating of looking up and to the right, and so you spent half the talk kind of staring at the ceiling or the exit sign in this case, instead of making eye contact with the audience. And it's distracting and it creates a distance." So I thought a little bit about it with my eyes probably rolled up inside my head, and I thought, OK, I can actually make that change. It doesn't feel super scary. And so I did. I made that change, and I thought about how she framed that feedback through

this culture of niceness. So I want to wish you all luck on your journey of trying to change culture of feedback, killing anxious niceness, and hopefully have some concrete steps to help you move forward. Thank you.

The Science of Sleep _and the Art of Productivity_ Translator: Leonardo Silva Reviewer: Rhonda Jacobs I'd like to start by asking you to imagine yourself in the following scenario: you are a high school senior, or the parent of a high school senior, and you're interested in a potential college, and so you arrange for a campus visit. And you go on a campus tour and everything looks great, and the people are friendly, but after a few minutes, something strange starts to dawn on you: that this campus has a really horrible smoking habit. Everybody you see is smoking outside, everybody smells like cigarette smoke. In fact, you go to have lunch in a dining hall and students are actually bragging about how much they smoke. One student says, "Yesterday, I smoked three packs all by myself!"

And another student says, "Nice! I did that last week. High five!" And you think to yourself, "Well, this is pretty strange. This is an otherwise great school, but they have sort of a weird bad habit, and they're oddly celebrational about it. So I'm not sure I want to go here." So imagine you go on a second campus tour and you look at a second college and it's very similar to the first: the campus looks really beautiful, people are friendly - Except this college has a bad junk food habit. Everybody you see is eating junk food, there's junk food wrappers everywhere, there's nothing nutritious to eat in the dining hall. And again, people are bragging about how much they're eating. So, one student says, "Last night, I had a whole pizza by myself." And another student says, "Nice! I did the same thing last week. High five!" So, if these two scenarios

sound a little far-fetched, imagine a third scenario as you go visit another college. And again, it looks really great, the people are friendly, except that at this college, everybody looks tired. You see people falling asleep at their computers. You visit a class and people are dozing off in class, and it just generally looks like everyone could use a great nap, right? So, what's crazy to me about this is that I've never seen a campus full of people who are all smokers, or a campus full of people who are all sleep-deprived, but a campus full of people look tired and - or, sorry, a campus full of people who all eat junk food, but a campus full of people who are all sleep-deprived and tired describes every college and university I think that I've ever seen, and actually most high schools as well,

especially during later parts of the semester. What's interesting is that the effects of being sleep-deprived all the time can be just as bad as smoking and just as bad as eating too much junk food, and yet lots of students would actually choose to go to a college where everyone looks sleep-deprived because it looks like it's a really hard-working college, where people are very productive and achieving great things. And so, as a sleep researcher, I've been fascinated by the

biology and neuroscience of sleep for over a decade, and I have a lab at Williams College that studies mice. We look at what happens in the brain and the body during sleep. We look at how the neurons in the brain control sleep. But I have to say, as a father, as a teacher, and as a colleague

to a lot of hard-working colleagues, hard-working people, I have a new-found fascination for how we tolerate sleep deprivation as a society. And it's not just students in our schools. It's really everywhere. Whenever a ride public transportation, whether it's a bus or a subway, I see people who just look exhausted. And in fact, you can see people taking naps on their morning or afternoon commute and sneak them in. In our public life, it's really not uncommon to see people dozing off, and in general, in our public and professional lives, people really just look exhausted. But something is even crazier than that to me, which is that not only are people exhausted, but some people choose to be sleep-deprived and some people actually wear it as a badge of honor, right?

Because in order to be sleep-deprived, you must be really hard-working, you must have a lot of important things to do, and you must be very, very productive, or else why would you be sleep-deprived in the first place? I've actually been a part of job committees where job applicants will brag about the fact that they only get three or four hours of sleep a night. And actually, just a couple of months ago, I was looking at Facebook, and one of these memes that somehow just shows up in your feed for no reason, I read it - it had tens of thousands of likes, and it said, "No one looks back on their life and remembers the nights they had plenty of sleep," the implication being that if get plenty of sleep, you're somehow missing out on your life's greatest potential

and in all the things that you could be doing. And so, this is really interesting to me, and I wonder, actually, if people would brag about the fact that they're not getting enough sleep if they knew that the health benefits of getting sleep were just as important as the benefits of not smoking or the benefits of eating good nutrition and not eating junk food. Sleep scientists have made so many great discoveries over the past 10 years, and I'm surprised that more people don't know about them. So here's just a couple examples, and you'll have to excuse me because I'm a biology professor. So when you're sleeping, your pituitary gland, which is right below your brain, surges its production of growth hormone. Growth hormone is released much more when you're sleeping than when you're awake, and growth hormone

essentially causes three effects: muscle growth, bone growth and fat metabolism. How many people would take a pill that caused muscle growth, bone growth and fat metabolism? If there was a company that sold this pill, they'd make billions of dollars, and I imagine most consumers would pay a lot for this. And yet, we get it for free when we're sleeping. And it's always odd to me when I see people working out at the gym, and they spend hours a day at the gym and then they say they don't get enough sleep at night. It's kind of a funny thing to me: you know your muscles aren't actually

growing when you're working out, or you're not losing weight. That all happens when you're sleeping, and I don't think most people know that. Here's another example: the cells and the biochemistry - the biochemicals that make up

your immune system and circulate through your blood stream, they actually change when you're sleeping compared to when you're awake. And when you're sleeping, they're particularly good at seeking out viruses, bacteria and other microorganisms to stop infection and disease. And this is why, when you don't get enough sleep, you're much more prone to getting sick, and that's why, when you're sick, the best thing you can do is to get a good night's sleep. And so, in addition to these health benefits of sleep, people who don't get enough sleep are at a higher risk for high blood pressure, heart disease, diabetes, obesity. Psychologically, people are at a much higher risk for anxiety and depression. We all know that when you are sleep-deprived, you lose focus, you lose the ability to pay attention, and it's been estimated by the National Sleep Foundation

that over \$60 billion is lost in the United States annually just due to unproductive workers, because they're so sleep-deprived. And all of this is really important, but I think it also ignores something that we all know, everybody in this room knows to be true, which is that it really sucks to be sleep-deprived, right? It feels so awful to be sleep-deprived and try to keep your eyelids open. They're all of the sudden so heavy. You do things, like, when you're a speaker at an event like this, where you do that headbob thing, you're trying to keep your head awake and fall asleep for a second, and some distant part of your brain is like, "Not now! Not now!" You're trying to keep yourself awake. And I know this just as well as anyone else. This is the worst picture of me ever taken.

It's also the most ironic picture

of me ever taken, because I was so tired I fell asleep in the middle of the day because I had spent the entire night working on a talk about the benefits of sleep. So - I did not do that last night. So, I know this just as well as everybody else, and it's just really awful to be sleep-deprived, but here's where there's good news, because the good news is that the opposite is also true, the opposite being that people who are chronically sleep-deprived, when they develop habits to get a regular amount of sleep every single day, they all of the sudden feel like years have been taken off their life. They're suddenly alive, and awake, and have the energy of someone much younger, and they just feel great, and they wonder why they didn't do it before. But there's also a lot

of sleep science to back this up. One of my colleagues ran lots of studies on varsity athletes at Stanford University. And she recruited varsity athletes for sleep studies in which they were essentially forced to get a good night's sleep over several weeks. And what she found was that

compared to players who didn't take part in this sleep study, everything about these athletes who slept in improved: their speed improved, their strength improved, the number of mistakes and errors they made went way down, their chances of getting a concussion went way down, and they were generally much better at the sport. The same thing happens in the classroom. When students were recruited for sleep studies where they get much more sleep, their creativity increases,

their problem-solving increases, their test scores increase and their grades increase. And so, it just seems that everything gets much better once someone declares themselves that they're going to get a good night of sleep every single night, very consistently. And the greatest paradox in this, I think, is that the people who don't get enough sleep because they'd like to accomplish more during the day actually find that they're more productive when they get more sleep, and not less productive, because even though they're not awake as long, they're much more productive when they've gotten enough sleep. There's lots of measured studies on this, that you're actually able to get more done when you get a good night's sleep, not less. So, why are we so bad at this? If this is all true,

then why, as a society, are we not good at this? And this is actually where I feel like the analogy between sleep deprivation, junk food and smoking goes down. It's because when people smoke or have junk food, they're doing it for the short-term reward. It's immediately satisfying when people choose to do those things. But there's nothing satisfying about sleep deprivation, like we've already talked about. So why do people do it? And I ask my colleagues this, I survey students all the time, and the same three answers come up again and again and again. One, we have busy lives and we'd like to get more done. Two, we're stressed. Stress and anxiety keeps us awake sometimes, and there's lots of stressors in our life. And three - and this is a very new trend -

is that we're addicted to our gadgets at night. We love looking at our smartphones, tablets, computers, and there's all sorts of apps now that just occupy our time before we go to bed. There's email, Facebook, Twitter, Instagram, not to mention YouTube, Netflix, and a long list of great TED Talks that we can see. So what do we do about all of this? And this is where I actually get some insight from the mice that we study in our lab, because it actually turns out that all animals need sleep, all animals get the same benefit of sleep that humans do, but it's amazingly easy to keep a mouse awake. To sleep-deprive a mouse, you don't really have to do very much. If you want to stress out a mouse a little bit, you can give him a new roommate.

Giving him a new roommate will keep him awake for a little while. Or you can move him to a different cage that he's not used to, and the stress of going to a new home will keep him awake hours past his bedtime. You might ask, "What is the mouse equivalent of watching YouTube or being addicted to email?" And it turns out we can duplicate this as well with something as putting a paper towel in a mouse's cage - We wad up a paper towel, give it to the mouse, the mouse is entertained by this for

hours. It'll explore the contours of the paper towel, it'll kick it around, it'll play with it, and again, it'll stay up hours past its bedtime. So, the take-home point from this, I think, is that we're hardwired to need sleep,

but we're also hardwired to be sleep-deprived at a moment's notice based on stressful things and exciting things happening in our lives. And it actually turns out when the mouse is playing with the paper towel, a surge of dopamine is being released in its brain. And the same thing happens when we scroll on a smartphone. Every time you swipe up on a Facebook post or an email or anything else, we actually get a little surge of dopamine in our brains, and that surge of dopamine keeps us awake. So, what do we do about all of this, especially when we have a life that's much more complicated than that of a mouse? You know, a paper towel is bad enough for a mouse, but we have all these nice gadgets now that we didn't have ten years ago to immediately give us all these things. So it's here where I feel

like I have three ideas worth spreading, and the first idea is that we need to just completely embrace sleep as a culture. We need to treat this as healthy, and no job applicant should brag about only getting three or four hours of sleep, no student should high-five another student in the dining hall for pulling an all-nighter, and in general, we should just be much more sleep-conscious as a society. I actually went to a doctor a couple of weeks ago, and when I showed up at the doctor's office, I had to check a little form about the healthy habits in my life. And there was a long list and it was things like, "Do I have a smoke detector in my home?", "Do I wear my seat belt?", "Do take a daily vitamin?" I thought this was a great list, but nowhere on the list was, "Do I get 6 to 8 hours of sleep a night?" And I thought that it was very odd. We need to treat sleep as a health issue,

just as much as smoking, or just as much as eating a balanced diet. Number two is we need to relearn how to go to bed. It's amazing - You know who the best sleepers are in American society? It's actually our kids, which is funny because it takes a while to get them to sleep. But once they're asleep, they actually sleep very soundly, and they have a nice quantity and quality of sleep. And I think that that's because we take the time to put them to bed properly. We brush their teeth, we give them some water, we change their clothes into their pajamas, we dim the lights, we read them a story, and this whole 30-minute, 40-minute process really prepares them for a great night of sleep. And they sleep very soundly

once they finally go to sleep. Can you imagine what it would be like to put our kids to sleep the same way that we put ourselves to sleep? If we gave our kids bright screens and said, "Play whatever you want for 30 minutes" - but maybe it'll turn it in two hours - our kids would never sleep, and this would be really detrimental. And so we need to put ourselves to bed essentially the same way. We need to just remember what we did when we were six years old. And I think that this gets lost sometime

around high school. We don't, as parents, put our high schoolers to bed. And somewhere around the elementary school ages to high school ages, people forget how to go to bed, and we just magically assume that we'll fall asleep after being worried and playing with our gadgets. And so we need to dim the lights,

to develop a nice habit, a nice night-time routine, and we need to take anything that has a screen on it and push it away 30 or 45 minutes before we go to bed and try not to look at it until we wake up the next morning. Finally, kids are the best sleepers, but if you ask adults who are the best sleepers out of the adult community, what people find is that the best sleepers are the ones who embrace good wake habits as well. People who have good time management and productivity skills actually sleep better at night because they have such a well-balanced day. And there are so many books written on the topic of productivity and time management, and lots of tips you can find online, but I tell students this can be something as easy as just knowing if you are a morning person or a night person,

what time of day are you most productive and do your best work during that time of day, what time of day are you least productive and do the mindless tasks that you just need to get done at that time of day - ask where you work best, how you work best - even just by asking students these kinds of questions, they discover the answers for themselves, and every one is different. Because really, you get a good night's sleep not because sleep is fun, but because if you get a good night's sleep, it makes you have a better day's wake, it makes you more productive, more time-efficient, and you get more done. But it's reciprocal. If you have a better day's wake and you get more done and you're more productive, it actually causes you to have a better night's sleep.

And this is sort of a reinforcing cycle and it works really great. And I'm a little disappointed in myself that I didn't figure out these techniques into years in my life. I started studying sleep before I realized these good night's sleep habits and these great productivity habits. And when I think about that, I actually kind of get a little frustrated, because when I was in school, I had sex education, nutrition education, drug awareness-resistance education, but no one ever told me how to go to bed and no one ever told me how I could get more done during the day. These are things I just picked up on my own. And I think these are so valuable things that we could actually be teaching high school kids and college kids. And so just recently, at Williams College, we actually taught our first course called The Science of Sleep and the Art of Productivity,

and I was really afraid that no one would sign up for this class. And in the end, it turned out people were hungry for it. College students overenrolled in the class and we wound up letting a lot more people in than we initially intended. But it was amazing. They loved learning about sleep habits, they loved talking about how they could get more done during the day, and it worked out really well. And

now what we're trying to do is take these messages and spread them across our campus and the community, to try to embrace a culture of sleep that everyone is proud of. Because it's really true: no one looks back on their life and remembers the nights they had plenty of sleep. This is true. But the opposite is also true: nobody looks back on their life and remembers the times

they were exhausted, right? And I hate this picture of me, but the funny thing about this day is I don't remember a single thing about this day. The only reason I remember this is because a picture was taken of me. I remember the times I was awake and alert, and I had a life of good experiences when I was awake, not when I was exhausted. And I choose to optimize those times now. I choose to try to be awake as much as I can so I can enjoy those great experiences with my family and with my friends. So I think the take-home message is to get a good night's sleep not because it's fun, but because it makes you so much happier during the day. And this is what I wish for all of you. I wish that everybody has a good night's sleep for a better day's wake, and a better day's wake

for a good night's sleep. Thank you.

The Secret To Achieving the _Impossible_ _ Ravi Du hi everybody that's the most creative introduction of myself that i've heard so quite a lot has been said and um i feel very happy and proud that you've introduced me the way you have introduced me i need to take some tips on anchoring from you guys i tend to over anchor a lot so well tedx has been a very inspiring thing in my individual life also i've seen so many of these ted talks and they've all been extremely inspiring i've learned so much applied so much i've become a better version of myself and here i am with my own people who've been here have been far more accomplished than i am people who've been here and use this stage like joe raji mr shahrukh khan i i didn't get your name

i just walked in during sumrit such an inspiring speech you know even in terms of struggles and exposure people have had so much but uh i have my own experiences and here i am and like said that if even a single one of you can get some inspiration out of it can change a degree of an area of your life i'd be extremely happy and it would have been fruitful coming here so uh i'm not prepared with the speech so if i go over and over with nonsense and incoherent stuff just stop me ask me some random questions and i'm going to you know do what i have to do which is shut up uh so like i said not prepared so here goes nothing uh i i've been thinking while i was backstage that uh what do i speak about and and when i was listening jograji talk he had a lot of emphasis on thank you in life on gratitude so i i i would like to speak about the two tools of my life

and the first tool clearly because i've already mentioned it is gratitude uh the second tool okay so so before i speak about the second tool let me speak to you about the people who inspired me from the creative space from the industry i've been um i'm 33 years old i'm a television actor and i come from

gurgaon it's popular for many reasons not all of them are good but here i am and a lot of my conditioning has been because of this creative space the beautiful industry that i'm a part of and i'm very very proud of it there are many many many good things about being an actor you get a lot of attention you get a lot of love you get a lot of good wishes from people who don't even know you you know they send you so much of prayer they send you so much warmth and we are made because of that we are made because of what you send us and other than that

also there are many things that we get you know there's the fact checks you know which i have not charged for coming here so so and there are opportunities of meeting various kinds of people people who've achieved a lot people who are striving to achieve a lot there are people who've given up completely but in all these people there are these various traits different kinds of conditioning that they share with you and they somehow contribute to your personality to shaping you up so let me first of all talk about the people who achieve a lot because these are the people we want to latch on to we want to have their stories we want to make it our own we want to latch on to their frequencies be like them you know there's so many great people in our industry so many of them and you know uh whether it is a raj kapoor or gurudeva or devanand or shahrukh khan or ranbir kapoor in the present times

you know they've all been there and when you when you even the people that you don't meet even internationally speaking like martin scorsese or christopher nolan so many great filmmakers daniel day-lewis so many great actors you know so even the people that you don't actively get to meet you get to sample their work you get to see them on screen the films that they have made the films that they have acted in and whenever you try to eavesdrop into their mind whenever you try to look at how they are thinking you realize that there's one thing that's common amongst all of them and that is madness it's delusion delusion so is it getting a little complicated should i simplify it a bit so when shahrukh khan looked at the mumbai city at bandstand and said that one day i'm going to own this city that was delusion i'm sure there was a second guy standing right next to him he would have turned

around and said and that thing is delusional enough for somebody else to turn around and look at us and say that am i right i am right right so it must have happened in all our limited exposures to life i'm not much older than you at least i'd like to believe that but at some point of time all of us and all great people in this world have had a vision which has exclusively been their own it's not shared with anybody because not many people have believed in it it could be from the theory of relativity to darwin's theory of evolution to anything in the middle such as life so my second tool of my life is delusion gratitude and delusion these are the two things i'm going to speak about um i came to the the kingdom of dreams the city of dreams you know mumbai in 2001 to become an

electronics and telecommunications engineer and i became an electronics and telecommunication engineer and i'm not very good at it you know so uh but um let me go back a little bit in time and um so when i should have taken commerce because i was i was good enough for that i thought that i would also enjoy a lot of my friends i went ahead and i was delusional enough to take up science and then i was delusional enough to believe that i'll be able to do well at it and i actually did well in science and then i was delusional enough to believe that i'd be able to compete with hsc students who had way better percentages than mine in 12th and i'd be able to get a seat in their college in their city and since i was delusional enough i got that too that's where that's where i disconnected from my delusion for some time and i got into realism

and then realism limited me because at that point of time it didn't take me long enough to realize that this course is not for me because in the very first semester four months into my engineering i failed in four out of my five papers so now you will not clap will you so four out of my five papers and that domino's effect continued and in the subsequent semester also i failed in four out of my five papers and i landed up back in the city where i came from which was gurgaon and a little bit about my father as he comes from a village where there was no electricity until some time back and he studied there and i'm able to talk in english in front of all of you because he studied very very hard and he's worked very hard and he talked with the prediction his time and then his son goes to another city all together you know takes the honor of his family with him and then fails there miserably you know falls flat on the face and

comes back to us so i had to listen to all these comments and because i was vulnerable because i was young very very impressionable a little thing like this pushed me to the edge and i contemplated suicide so at that point of time i wish that i was delusional enough delusional enough for my future self to come to me and look me in the eye and say that do you even know what's going to happen to you you're going to be a tv actor do you know that you're going to do so many good shows there are going to be some awards down the line you're going to get married to the most beautiful women in the world your life is going to transform completely if i was not realistic in that moment i wouldn't have committed the most shameful act of my life which was an attempt to end it well this moment passed thankfully i was a failure of that too

so i came back home and as time passed i my then girlfriend introduced me to the philosophy of life that basically anchored me completely all of us i believe need a spiritual anchor for me it is buddhism for you it could be something else but whenever you have a spiritual anchor it gives you a tremendous self-worth and when it gives you a tremendous self-worth you're able to look at not just yourself with a high amount of respect you're able to look at everybody with that same amount of respect now um there's a book called power freedom and grace and i read it and in that i read this quote which somehow became the bedrock of my life that from where i stand infinity extends in all

directions which makes me the center of the universe but from where you stand also infinity exists in all directions which means

that you are also the center of the universe from a space where i wanted to end my in my life because i didn't think that i was good enough i was here i was thinking that i was the protagonist of my story i was the hero and i looked at myself as the hero no matter how small the child is no matter how big i would always take it in my stride look at it in the eye and grab the bull by the horns there was this heroic nature in me which i came face to face with and i was very very proud of it that heroic nature kind of became addictive and uh so much so that i didn't even want to do pilot lead roles in my shows i would only do when i was offered the hero's role so uh time passed and uh uh i'll try to pace it up a little bit like i said i'm not prepared with the speed so i'm going to go all incoherent and i'm going to talk a lot of nonsense so i'm sorry about that i hope i'm not till this point of time though for the subsequent four years i was in the industry i was doing a lot of shows but

um somehow even no matter how hard i was working in those shows they never had any eyeballs uh sometimes they were not on a channel that was being viewed a lot sometimes so but i i don't think i have worked hard in even jamai raja to uh you know as compared to that but nonetheless from 2004 until 2010 i continued working but until 2010 despite being a part of the industry that i am an internet being at absolute apex whenever i used to talk type ravi dubai and google lilith dubai's husband used to turn up so basically motherboard obviously it works it troubles you a little bit that you know there's nobody watching you're working hard but there's nobody looking at it after all we are in a business of uh let me put it in black and white let me call a spade a spade we are in a business of vanity we like being looked at we we we love that and we thrive on that you know when if you stop looking at us we

are nothing we are nobody we perish you know whether it is less ratings or less business of a bollywood film it's one and the same it all you you are the nucleus of it all and if you shut your eyes we are nothing and at that point of time i was nothing then i reflected back i told myself that somehow there is something great in these lower last four years that has actually happened and i kept telling myself even though i couldn't see what that great thing was so i was delusional enough at that point of time to believe that there was something good in all these four years of me working hard not earning a lot of money not being on google not being on internet not being on twitter or facebook but still there is something great so when i look back i realized that all my faults as an actor till this point of time are not exposed i'm getting paid a very handsome amount to do what i'm doing and that is basically just training myself and polishing myself as an actor so that when people get to see me they don't see

me as a failure that i was they see me as a success that i am today second thing my self-worth with

every scene would climb up would climb up and continue climbing up till the time it filled myself with a sense of joy about being myself the third thing and the most important thing it was during this time if i wasn't if i was happy with the way my career was going if i was happy with the way uh my shows were shaping up i would not have done the show in which i found my wife so i found sargon and i did a parallel lead role because somewhere i was i thought you know once she came into my life my life completely transformed and all these moments from my past am i how many minutes am i done so so after she has come into my life there's been a dramatic change in my life and all these moments from from the time i have been born

until now have come together and formed this moment where i can confidently speak to you about being happy about who i am so everything was now surfacing from the space of delusion delusion even if there is no money in the account i would not do the projects that i don't believe in even if the biggest of the producers are offering me stuff that uh that they think is great for me and they really think that you know this this is the this is one day we are doing him a favor by you know offering him this you know i would not do it because somehow i would not believe in it television industry is hugely dominated by women no offense meant thank you to you guys because because if you wouldn't be watching this massive industry would not have been there it audience but i was very clear that i

wanted to do a show in which i was the hero i was the protagonist not just the lead there's a difference in the television space most heroes are leads of the show not the protagonists i was clear of the content i wanted to attach myself with there were close to 40 producers who spoke with me after naturally you all have seen najpali me and my wife in it so after nashville i did not do any fiction show the fiction show that i did before that was sas venus cesaro i hope some of you have seen that also i was very proud of that show also because it was creatively a lot of lot in sync with that show uh so after nashville there were so many producers that came to me and said that you know this is a great show the money was great the money was great it was huge as compared to what i had been charging until that point of time but that was somehow not driving me and clearly at that point of time that i didn't have a fat bank balance that you know i could just do anything i wanted

and said you know so so i remember going to them i remember there was a time when um i went all the way from town if you're familiar with mumbai from kolaba until saki naka to go to a producer and said that i'm really sorry but i cannot do your show so she kept looking at me for a long time and said that are you certain that you don't want to do it you haven't done a fiction show in a very long time i was like yes ma'am i'm certain that i don't want to do it but why is that we are offering you so much money and we we know what you were charging before this and this is many times more manageable but ma'am i i want to do a show in which i am the hero so you mean that you want to do a show in which you are the lead there you know you are the protagonist yes ma'am i want to do

that and she was like you know as much as i would like to see you doing that uh there's a certain pattern with which the industry operates you have to be delusional enough to believe that you

can have a show in which you are the protagonist and that was just about all that i needed to hear cut to seven months later there was a show which was being made on one of the channels that i had worked with previously and they called me absolutely out of nowhere for an audition i happened to be free if i would have taken any of those projects you know i would not have been able to go for a look test also for that show but they called me and i ended up doing a show which was absolutely a male protagonist show not just that it became a pioneer for many other male protagonist shows to come and i'm very proud of that the show's name is jamai raja

in fact the show has just been launched in indonesia and uh it's being launched in germany it's being launched in west bengal it has been remade by the name of jamai raja in with different characters it's being today in the morning we saw a

trailer where it's being launched on an arabic channel dubbed in arabic and everywhere it seems to be getting the respect that we invested the kind of positivity and happiness we invested in the show the show not only saw the light of the day in an industry where there is a where there is a strong point of view that only women-centric shows work not only did it see the light of the day it also became the fourth highest opener pan in india during that time it had a beautiful run for close to it had a beautiful run for close to three years and so am i done with 18 minutes done with 18 minutes seriously so all right so clearly i've overshot my time so i have i still have a lot to say i don't believe it so i should come to come to these talks uh completely unprepared because i have more to speak so

i'm going to cut the professional journey short and i'm going to come straight to the end at all times in our life we are faced with this choice limited realism or infinite delusion healthy delusion our destiny as we say it only determines our past because we can't do anything about it it determines our present to some extent because we can't do much about it but it cannot determine our future because the future is a space of infinite possibilities anything happen right now there's a spaceship that can land right here in the center of this auditorium we don't know that because the next second has yet not happened so the future is an imaginative space your memory can take you into your past your five senses can make you perceive the present but your imagination manufactures the future so uh before i go i want to give you all a little homework

find the most delusional version of yourself the highest version of yourself that you can imagine look at yourself earning the maximum amount of money being the best sons being the best daughters being the best husbands the best wives and the best professionals you can imagine you kick start your delusion thank you very much you

The Secret to Being Happy _ Jaya Row _ TEDxGateway

Transcriber: Laetitia Halbedel Reviewer: Walaa Mohammed Are you happy? Yes, you're all looking happy and we all are happy. Sometimes. What if you ate chocolate with the foil? You would enjoy the chocolate but periodically have to spit out the foil, right? Similarly, our happiness is unnecessarily intercepted by bouts of sorrow. Wouldn't it be great if we could just be happy without the intervening pain? So. Where is happiness? You believe it's out there in the world, right? But consider this. You take a non-stop flight Mumbai to New York, and as you exit the terminal building there, a fellow passenger lights up a cigarette. He is happy. But a non-smoker walks away. The same object gives immense pleasure to one person,

intense displeasure to another. So is happiness in the object. Then where is it? Think. As long as the desire for the cigarette was unfulfilled, the mind was agitated, unhappy. The moment the desire got fulfilled, the agitation ceased, you're happy. So is happiness in the mind, and not in the object. Are we chasing a mirage all our lives, when the oasis is elsewhere ? By the end of the session, you will have the power to be happy with or without objects. Where do we seek happiness? We look for happiness through four avenues. Sense enjoyment. Action. Relationships. and Intellectual pursuits. Let's begin with sense enjoyment. You eat the first mango of the season, It's delicious. Right? But you keep eating mangoes.

The enjoyment diminishes. The more you indulge, the less you enjoy. What's the way out? Then, action. Work. What are you working for? Profit ? Paycheck? Watch the thousands of people go to work on a Monday morning. Does anyone look excited?

They all pull long faces. Nadal also works. He is ecstatic every time he goes out to play. Haven't you noticed it? What's the difference? Next, relationships. Have you seen couples in the hot midday sun on Marine Drive? They don't feel the heat or discomfort because they are in love. Emotional thrills are so fulfilling that physical inconveniences don't bother you. But then, the days of wine and roses soon become days of wine and neurosis.

You think the partner is at fault, but is he really to blame?

And now intellectual delights. A young girl wanting a PhD from Harvard gives up the luxuries of a home and walks away from her family. Physical and emotional pain become insignificant when compared to the joy of a doctorate. But is that enough? You always want more. So where does satisfaction lie? Is there a prescription for happiness? Yes. Take a look. Happiness equals number of desires fulfilled. Divided by number of desires harbored.

Using this simple formula. How can you enhance your happiness? Either increase the numerator. Or decrease the denominator. What are we all doing? Fulfilling desires. You fulfil many desires. Has your happiness increased? Not necessarily. Have you wondered why? Let's say you need a pair of walking shoes. As you enter the mall, someone offers

you a perfume to sample. A little ahead, you see a beautiful watch. And then the latest smartphone. Finally, you buy the shoes. What have you done? You fulfilled one desire. The numerator has gone up by one. But without you realizing it, the denominator has gone up by three. Perfume, Watch, Smartphone. This is one experience. You can imagine what happens in an entire lifetime. You want happiness, but only succeed in increasing desires. So what do you do? Focus on the denominator. As you bring down the desires, your happiness increases exponentially. And when the desire has come down to zero. You get? Infinite happiness. Spot on! Thereafter. Anything added or taken away makes no difference because you know it. Infinite plus or minus anything is still infinite. But the world is agog with objects.

And you are enticed to want more by more. Do you succumb and sink in the quicksand of desire? Or do you stand up and opt for happiness? How do you reduce desires? You can't wish them away. The only way is to pick a higher desire. As a child, you were obsessed with toys, right? Do you hanker for them now? Of course not. Did you, at any stage, take a decision to give up desires for toys? No. And how did they go? You just grew to more exciting stuff. What is the cause of desire? Where does it come from? When do you feel hungry? When your stomach is empty. If you've just eaten all the goodies outside. You won't even think of food. So desire comes from emptiness. Thoughts arise in your mind that go out to want. Objects to fill that emptiness. You fulfilled many desires. But that emptiness doesn't go. Have you wondered why? Because it's not real.

And this is the most important part which you need to think about. Even as you feel this knowing sense of void, you are actually full. Totally full. You just don't know it. When you don't know your full, you become a fool. So. You don't need objects of the world to fill you. You only need knowledge of your fullness. A child gets separated from his family and grows up as a beggar in the same area where his parents live. The father a millionaire. continuously searches for the son. And many years later realizes that the beggar is his long lost son. The son now knows that all the years that he thought he was a beggar, he was, in fact a millionaire. We are not just millionaires friends. We are "infinite-aires". Ignorant of our real world. We go out as beggars asking for petty, paltry things. Just wake up to the reality. Gain

knowledge of your fullness. And your life will change.

So where do you begin? Upgrade your desires. For how long will you remain in the kindergarten of life? Oblivious to the subtler joys you adhere to. Pick an emotional desire and your happiness multiplies. Feel one with the family. And when anyone does well, you rejoice. Identify with the nation and you celebrate the achievement of all Indians. Your happiness increases 1.3 billion times.

So as you walk out of here, friends, think of adding value to others. Work to make others happy. Only then, will you truly be happy. Thank you.

The Secret to Getting Anything You Want in Life

so I know the secret to getting anything you want in life but before I share it with you let's talk about why we don't get what we want we all have fear fear of failure fear of rejection fear fear of not being good enough but all of those things stem from one core place and that self-doubt self-doubt is why we get a crappy job it's why we don't get the body we want or make the money we deserve and stay in relationships much longer than we know we should self-doubt is why we never change and we don't take action so then what is self-doubt self-doubt is a story we tell ourselves that we can't do something and that it's not possible how we'll get rejected and fail which is why it's oftentimes smart people often fail when you're really smart you're really good at predicting all the possible negative outcomes so you never take action that's why it's my belief that boldness is a stronger indicator of

success than intelligence smart people think of all the negative things that will happen when things go wrong but bold people think of all the good things that will happen when things go right now I'm not saying that smart people can't be bold and that bold people can't be smart but it's boldness that's the secret sauce boldness is what put you on the path to success mmm I need some water so when I was 18 years old I had a really big dream I'm from a little small town in Canada called Winnipeg and my big dream in life was to be a VJ for muchmusic do you guys know what that is that's like MTV for you guys so I I wanted to be like the female Carson Daly I mean I'm kind of dating myself but you guys got got the point right so I knew the job was super competitive so I knew I thought to myself okay I need to make a killer killer demo tape and that demo tape will get me the job cut to Keanu Reeves Keanu Reeves was the biggest movie star of all time and unbeknownst to me he always wanted to be

in Shakespeare right and he just finished speed the movie and he thought what a better time and place than to go to Winnipeg Manitoba where it's minus 40 and perform Hamlet so I thought to myself that's a great moment I'm gonna get Keanu Reeves to be on my demo tape for muchmusic and I'm gonna get my dream job so I told my family I told my friends and of course everyone just laughed at me the next day when I knew he was in town I went to the theater where he was performing stood in the back and waited now ten minutes turned into 20 20 turned into 30 30 turned

into over an hour and now I'm frostbitten my friend I took with me went home long ago and yet I was still determined five minutes later there he comes walking out of the back of the theater I boldly walk through the all the girls and all the media and all the cameras and I tap him on the shoulder and I say Keanu you're gonna be my ticket to my dream job and he of course looks at me dumbfounded and says how would I just give you an autograph

and I said autograph why do I want your autograph that doesn't help me at all I need you to get me my dream job so determined he of course tries to blow me off and says give me your phone number and I will call you when I have a couple minutes so I grabbed some girl who I don't know and she had an eyeliner in her purse I took the eyeliner I took my gum wrapper in my in my pocket wrote my number I wrote my name and I handed it to him and I ran away I go to school the next day I tell my friends before I tell my family and everyone laughs at me and teases me day two same thing happens but now more kids know and now everyone's teasing me like oh ho yeah do Keanu call you like ha ha like what a loser you are of course no call and same thing happened day three but I go home on that third day my mom says did you hear the answering machine I'm like no and at the time of course I'm dating myself an answering machine we didn't have voicemails back then okay just letting you know so then I go press play and what do I hear I hear a man's

voice saying on the phone with my mom picking up is Jennifer there my mother then says who is this and I hear this is Keanu calling for Jennifer she home my mother says she's at school call back and hangs up on him so I was like oh my god the next message same thing but it's kion who's saying hi this is Jennifer this is my phone number you were saying something to me about something and I wasn't sure what you were saying but call me back I was freaking out right freaking so once I got my composure I called him back explained to him very boldly what I was talking about and the next thing you know two days later he's sitting on my parents sofa in our living room with my three friends holding amateur camcorders and someone holding a boom hitting him in the face and I had my Oprah moment all right I got that demo tape now look now did I get the greatest demo tape of all time you bet I did did I get the job interview at MuchMusic I sure did did I get the audition yes I did you're right

you're right did I get the job hell no I did not get the job so why am I even telling you this story and the reason why I'm telling you this story is that was a very pivotal moment for me in my life it taught me a real big truth about success which is you need to ask for what you want period you need to ask you know that saying is the squeaky wheel that gets the grease it's actually quite true in a time now we are bombarded with information overload from every influence or expert telling you how to be successful do this do that do the other thing when it's really the most basic simple thing you can do you need to stop deliberating stop planning stop creating flowcharts and just act now in the words of another fellow Canadian you miss a hundred percent of the shots that you don't take so

when you think to yourself what does boldness really mean it basically comes down to this you chase what you want and you don't take what you can get the problem is most of us live on default we default to what's convenient we take what's

available and we acquiesce to what's in front of us now what I've realized is that there is a really big misconception of what boldness really is people assume that boldness is something you're either born with or you're not but that's actually quite not sure that's quite that's not quite true boldness is a skill like anything else you need to practice it you need to harness it to get better and better at it there is a mindset that I developed and it's called a 10% target and what that is is basically very simple the idea is that you whatever you want most in life you make ten attempts the problem is most people don't make ten attempts the truth is most people don't even make one attempt they call themselves out before they even try and the purpose of the 10% target is to get very comfortable at failing 90% of the time now I guarantee if you make 10 attempts at anything one will be successful because here's what I know

either one you'll get the thing you want or two you will get something that you never even knew available I want to take one step back because this is what normally happens what most people do is the reason why most people don't get the job they want is because they don't actually go for the job they want they see what's available on monster.com or LinkedIn and then the reason why most people don't get the money they want is guess what they don't ask for the money that they want actually a survey was taken of over a hundred and sixty thousand people who actually really believed that they deserve to make more money and two-thirds of those people never even asked for a raise but the seventy percent the people who did ask for a raise got it what does that tell you now I want to go back because I was making another point about the ten percent target the ten percent target like I was saying does two things number one it makes you comfortable with failing

ninety percent of the time number two it gives you the resilience and a skill that's the wrong slide let's go back to be comfortable another example when you go to a restaurant most of us what we do is we order what's off on the menu but really what being bold means is ordering from off the menu because well because I'll tell you when I go to a restaurant what I do is I see a flood of ingredients and then I typically kind of like make my own mish-mosh now I think that's being very bold however I'm sure the server thinks it's very very annoying and possibly more at times than not my food will be spat in but I get what I want and they ask very nicely but the reason for that is when you are comfortable with asking for the small things in life it gives you this the skills the habit and the confidence to ask for the big things in life so how do you practice failing 9 out of 10 times or how do you get comfortable failing 9 out of 10 times and the answer is practice the more you

do something over and over and over again that becomes your new normal just how you would train

your body to be strong you train your brain to be bold ha ha see your brain now is bold with this beautiful picture thank you so I have one action item here for everybody here which is write down anything you want most in life and then make ten attempts at it and it has to be ten attempts you have to embrace the 10% target you have to commit to making 10 attempts because that's how the idea is you are basically chasing what you want and not just taking what you can get now I had a whole section here about all of my colossal failures and how they led to a million successes and I took it out because we've all had that we've all had failures we've all had successes and the truth is it doesn't really matter what matters is I'm living proof that when you chase what you want and don't just take what you can get you were exponentially half more happy and more satisfied with your life the one thing

that I know for sure about the ten percent target is that it works a hundred percent of the time because you either get the one thing you want or you get the thing that you were meant to do now I wasn't the fastest athlete I wasn't the prettiest girl or the smartest in the class by far but I still became a best-selling author an entrepreneur who sold companies for millions of dollars co-founder of a breast cancer charity that raises thousands of dollars a year after year all by failing 90% of the time and you can too you could fail to succeed by failing you can fail you can fail to become successful by just chasing what you want and not taking what you get thank you

you

The Secret to Success_ It's Not What You Think _ K I was born a twin and growing up I had a lot in common with my twin sister but we were kids we took the standardized IQ test and they told me you're not the smart one I was surprised because genetically we were the same I don't know if that test was correct and I I don't care because it an early age I decided I was gonna control my destiny and I was determined to be successful my teachers said that in order to be successful I had to excel at the 3 R's reading writing and arithmetic only later did I learn that only one of those actually started with an R there's one other R that I needed in order to be successful and it's not what you think but it's what all of the successful people I know have and it's what I had after I was broke unemployed and devastated at 23 to being more successful than I could ever have imagined and the fourth R is called resilience resilience is such a key part

of being successful you don't need to be the smartest you don't need to be the hardest-working and you don't need to have the highest IQ have you ever failed in school and work in business well if you have great because you are one step closer because failure is essential to mastering resilience I was watching an episode of The Biggest Loser recently and it reminded me of my dad not because my dad's trying to lose weight on TV for money but because early on when I was a kid he used to ask me Kim what's the worst thing that happened to you today that's kind of a weird thing to ask but

he did it for a purpose he was building my resilience he was making me stronger so I tell him the worst thing that had happened to me that day you'll never believe it dad wait till you hear this and recently I called him I told him dad you'll never believe what happened to me today we want a big contract but one of my key engineers had left how was I going to build it I was actually proud of myself there's no way he could top that said Kimmy I'm so glad you called

me one of my companies can't make payroll and I was gonna call you for a loan what he won that and I was a loser what my dad taught me early on is that failure hurts badly but when you get knocked down you have to get up again and keep going I had my best worst failure at age 23 right after I graduated from Pepperdine I went to work for a hot internet startup in Los Angeles it was a job of my dreams I called all of my friends I said I'm gonna be a dot-com millionaire you guys need to come work with me we can all be millionaires what could go wrong it was right after yahoo had gone public and I was confident Yahoo would be the biggest search engine forever it was like being on a rocket ship but unfortunately that rocket ship crashed and I was devastated in an instant someone had erased my career my identity and my future I had to lay off all of my friends and eventually I was laid off too I couldn't believe it I didn't know what I was going to do I didn't have anyone to call

because my friends so I'd promised to become dot-com millionaires now we're actually broke not even a Hallmark card can help that I was broke unemployed and devastated the average 23 year old is only one of these things and I was all three I wanted to go home go to bed pull the covers over my head and have an affair with Ben and Jerry I had hit rock bottom and I also hit the bottom of the pint of rocky road and at that moment I realized I needed to get up I had to keep going I believed in the internet and I believed in the opportunity there was only one problem I was broke my track record a bankruptcy made it hard for anyone would want to lend me money the economy had crashed so I called the one person I thought could give me more flexible terms on a loan my 80 year old grandma said grandma I've got an amazing investment opportunity for you in the Internet she said Kimmy what's an Internet I tried to explain here what the internet was but it was a little bit hard for her to grasp so I think it turned out well

for me because she gave me the loan anyway she made a bet on me so with ten thousand dollars from my grandma I bought a computer a business license and a one-way ticket to Hawaii sounds beautiful it was sounds like a perfect opportunity everyone says poor you you had to go to Hawaii what the reality is I went there because I could live rent-free with my boyfriend and I spent the next three years working from his kitchen table I didn't learn the hula I didn't learn to surf actually did I forget to mention this was the reality his sister and her best friend actually lived with us and 10 feet away every day they would blare mtv and smoke weed they were hot boxing my office it was very very hard to concentrate and not the most ideal startup environment it was at this kitchen table that I

took control of my future and my destiny after five years the company had grown to 100 million dollars which I sold 2008 and sold again in 2014 for 235 million dollars it was at this time that I learned resilience

and that resilience was a muscle that you could strengthen and build but in 2014 that muscle was about to be tested to its breaking point this is a story I've never shared publicly until now it just hurts too much five years ago when I was looking to stop us to sell my company I put a post-it on my bathroom mirror said the date June said the potential acquirer and had my vision there so I could see it every day what it also had next to that vision was a picture of the ultrasound of my twins I was so excited I couldn't believe it I had tried for nearly six years I was trying to get pregnant and it wasn't it just didn't happen we did everything having a family was a dream I wanted and the gift I wanted my entire life but nothing worked IVF the doctors we didn't know I would have traded all of my business success to have a baby so we decided to get a surrogate in six years later it worked we got the news we were having twins and being a twin I was over the moon I couldn't believe it

this was the best news I've ever heard and we weren't going to tell anyone - at least the second trimester we've been on a roller coaster during the pregnancy trying to get pregnant and we just didn't want to jinx it it was nerve-racking and plus I had this big deal I was working on to occupy my mind it was the perfect plan I would sell the company in June and the babies would come in August but life never goes according to plan I've been training my whole life I'd built my resilience muscle but on May 5th 2014 the best and worst day of my life I got a call from the doctor they said Kim your babies have an infection and they're going to be delivered it was 24 weeks four months early did you know the number one cause of newborn death is prematurity and that's anything under 37 weeks we were at 24 the doctor said there was a 50-50 chance they would even survive I felt so helpless and so powerless it wasn't until even a couple weeks ago that I could even look at a picture
I

had to call my family and ask them to send this to share with you what our twins were born we didn't get a hold on they weighed less than a pound and there are whisked away to the newborn intensive care unit my husband and I did not know what we were going to do the first time that we were even able to touch them was through the hands of an incubator my husband can put his ring on the wrist of my son and it would dangle like a bracelet my son's brain was bleeding and my daughter had a hole in her heart every day we did not think they were going to survive my company there was hundreds of lives depending on me to close a deal and in the hospital there was two children fighting for their lives that picture was a vivid memory and a vivid nightmare that I never wanted to look at never wanted to relive our twins taught us what it meant to be strong and resilient weeks went by and my daughter had a successful heart surgery and my son's brain stopped bleeding before it impacted him they showed us true

strength and day by day they got stronger four and a half months later we finally got to take them home before that day if someone had asked me what success looks like I would have said this yes we close the deal and we sold for nearly a quarter of a billion dollars but today if you asked me what success looks like it looks like this John and Elle taught us what true resilience looks like so if you fail learn from it and if you fall get back up and if it seems impossible keep going that is the secret to success thank you

The Significance of Ethics and Ethics Education in just consider it for a moment you feel pressure regarding your class grade and have an opportunity to turn in work there's not your own to get ahead you can tell a friend an important truth which also might end the friendship you recognize that the continued use of fossil fuels and cars and planes contribute to climate change and yet you want to get where you need to go you want about the implications of placing your child in a new charter school with higher testing scores as opposed to supporting your own neighborhood school where you see an interaction at a party between a man and a woman that seems off and you wonder whether you should intervene we face challenges the life large and small and if we listen closely ask ethical questions of us what are my principles what are my values what do I stand for these questions asks us to consider our obligations to ourselves and to others the required decisions and actions and turn these decisions and

actions form a part of who we are or our character is ethical persons but how well-equipped are we respond to these challenges on what basis do we tell a friend a painful truth as opposed to engaging in deceit or decide to intervene to someone help someone in need more generally how do we know what it means to live a good life as a philosopher Epictetus and educator I'm interested in how we recognize these questions but also how we learn to respond to them well so you're probably familiar with what an educator is right one who teaches and perhaps you've met a philosopher before two other were exotic species of some kind right but the ones who ask big questions we might be wondering what is an ethicist well there's many kinds of us so there are business ethicists who consider the place of ethics in the workplace in coping and financial sectors there are research ethicists who discuss the importance of integrity and research practices and consider the broader implications of the research we produce

and they're a bioethicists consider the ethical implications of biomedical research stem-cell research for example or human impacts on the environment just through GMOs but at his or her core the emphasis is one who cares and thinks deeply about matters of right and wrong and how we can choose ethically better as opposed to ethically problematic courses of action in life so when I refer to the ethicist I'm not referring to some magical person or saint who always knows and does and can tell others the good no am i referring to an exclusive class of people licensed by university hospital

or business to practice ethics rather the ethicist or the everyday ethicist as I refer to it can be found in our homes in our streets and in our schools the everyday ethicist can be a friend family member acquaintance or stranger the everyday ethicist is all of us installers we recognize and counter and respond to the ethical issues that arise in our own lives now one doesn't need a doctorate

in moral philosophy to recognize this many of you will probably already have considered the everydayness of ethics in your own life and I'm consulted with by undergraduate students on a regular basis regarding ethical issues that they face in their life just some recent examples just a discussion with a student about conflict that she was experienced about respecting the wishes of her parents and choosing her own course of study at here at Penn State another student was conflicted about loyalty through his partner and the desire to end a long term relationship and another student who's concerned about Penn State's investment in fossil fuels and how to pushpin state towards investment in cleaner energy but my point is not just that ethical issues are prevalent in our lives many of us probably have already thought about that but that take your step further it's possible to develop better or worse answers to these challenges and questions right we can act unethically so in ways that perhaps we regrets and

hopefully we learn from and we can act ethically and in ways that promote the good and although there's no single answer to to deciding between those two options one way to respond is to cultivate our own ethical awareness and to develop the skills needed to act ethically now ideally school which is one of the most significant socializing experiences we have would play a useful role in helping us to respond to ethical challenges right we go to school at least in part to prepare us for adulthood there's a variety of skills academic social personal that allow us to understand our world and ourselves - the same we get training in a variety of academic subjects and an informal curriculum of extracurricular activities clubs sports and so on but what we dearly don't receive is training an ethics education nor in an era of maxed out curricula and standardized testing do we really even leave open space for frank and honest discussion about the ethical issues that we face in life now this lack of attention to ethics has

implications now in the book lost in transition the dark side of emerging adulthood Christian Smith who's a sociologist from the University of Notre Dame discusses the results of thousands of survey interviews and hundreds of in-person interviews that he conducted with emerging adults ages 13 to 23 regarding their understanding of ethics and two things became clear from these interviews one that children and adolescents often do raise ethical questions in class write about the issues they face in the hallway their own lives the quicken their being taught but these questions often sidestepped and avoid it in the classroom by teachers and administrators in order to try and avoid controversy thus Smith notes that the more pedagogy of most middle and high schools or many middle and high schools it seems to be avoid ignore and pretend the issues will go away but the flip

side of this avoidance is the failure to engage in useful ethics education opportunities right to educate and have teachers and children

realized that is possible with critically and respectfully engage in dialogue about ethical issues and that just as we develop skills in other areas in school we can develop skills say reasoning and empathic skills that can help us to develop as ethical persons and second and related to the first it became clear that many of the interviewees didn't possess the tools to adequately address the ethical issues that they were facing in their life so in discussion of issues ranging from cheating on a test to obligations to help others in need over 60% of the interviewees discuss ethics as in what's right or wrong as entirely up to each individual now personal beliefs opinions and intuitions are vitally important in motivating us to act ethically in the world and in developing our own ethical understanding but to think of all ethics and all matters are right and wrong as completely up to each individual can be challenging when it comes to taking an ethical stand as a community right not

just as individuals it gets things that actually are ethically wrong so here I'm thinking about assessing and taking that people stand against sexual assault against terrorism against institutional racism and so on so what I'm arguing here is not that personal opinions and beliefs are important because they're vitally important and support to respect those differences but it's also important to think about and think deeply about certain ethical foundations those based in basic human rights right or care and compassion for others for example that allow us to make basic assessments of right and wrong and allow us to make moral judgments in this sense of judgments and there's multiple senses of the term is not based in self-righteous castigation of another person or community it's based on a desire to understand discuss and evaluate ethical beliefs and do the sometimes hard work required to make good ethical decisions but this distinction can be lost without any attention to ethics education so what

i'ma do cating for here is not a universal set of ethical beliefs for all people nor a map that solves all ethical problems because no such map exists what I am arguing is that it would be important for us to educate our children and adolescents to respect the many ethical beliefs and values that are in the world to be properly humble about their place in our broader community but also to be willing to recognize and stand up for their own ethical convention there are ethical convictions so what I also want to note here is that if we're worried about the controversy of introducing ethics into schools well do well to recognize that children to our everyday ethicists that is when we're talking ethics with kids we're not introducing something wholly new right if we're doing a work well we're recognizing the ethical concerns that children already have and we're building from those concerns to help them develop as ethical people so in a project that I run called philosophical ethics and early childhood where the peach project

we're very happy about how the acronym turned out right we spent a lot of time talking ethics with three four and five-year-olds and we use children's literature artwork and games to motivate those discussions and what I find in that work my colleagues find as well is that from a young age children possess ethical convictions and ethical ideas they have ideas about fairness about inclusion and exclusion about what's right what's right and wrong right so to give you an example in a recent discussion I had with a young girl age 4 in the class I was working with I just about why she would would not include a new child into her playgroup it was a hypothetical girl named Christina she said she would include this go on a playgroup because she knew would make her feel good and so it was the right thing for her to do and she went on to draw a picture of what this would look like for her right and not only is it just a beautiful picture so it's just worth it for that and it's also clear that she's here

expressing the sense of community that she's trying to build and watch think it's important to include this girl into her friend or her friend group good so what can clear to me from this discussion and many others is that children possess a sharp ethical awareness this is evident historically for example in children of the civil rights movement who participated in school desegregation and tremendously brave ways and in many ways that adults failed to do but it's also evident in our you know more common daily conversations with kids when we use children's literature such as frog and toad in the giving tree' in children raise questions and insights about issues of fairness honesty loyalty respect and many other ethical values but one of children's greatest strengths in these conversations that adults often lack actually is the ability to be imaginatively present to care about the story in a way in which they almost talked with the characters and to care about the outcome in a vital way in this

sense ethics doesn't need to be a mere exercise or a separate discipline for children give me an outgrowth of their imagination and their daily present concerns so what I am advocating for you today is that we think about the presence of other concerns in our life and the possibility of ethics education as being a positive and helping us to address and think more deeply about those concerns and hopefully redouble our efforts to build an ethical community both within and beyond our schools thanks very much you

The Simple Secret of Being Happier _ Tia Graham _ Transcriber: Vivian Lim Reviewer: David DeRuwe When I was 10 years old, things started shifting between my parents and not for the better. One day, they called a family meeting. We had never had a family meeting before. They sat my two younger sisters and I down, and they told us that we'd be moving from our little log cabin in northern British Columbia, Canada to the southern part of the province. And that they would be divorcing. Of course, my sisters and I were devastated. The entire world that I knew was crumbling apart, and yet this was not the worst part. You see, my father, Peter, had always been this happy-go-lucky guy.

The divorce was extremely hard on him, and he was becoming more and more withdrawn. He was less engaged

with my sisters and I, he had less energy, and I barely recognized him anymore. I remember thinking to myself, Is this my new dad? One day I woke up at his house, and my sisters were still sleeping, and I could hear music playing downstairs, which was very unusual. As I came downstairs, I could smell fresh orange juice and bacon, and there was my dad, Peter,

dancing and making pancakes. I said, Good morning, Dad. Good morning, Tia.

I said, Wow Dad, you seem really happy today. Are you happy because its your birthday? You know, Tia, I have had three of the worst years of my entire life, and I woke up this morning, and I thought to myself, Im not going to have another bad year. I saw my dad choose happiness. So what did he do exactly?

He started doing things that he enjoyed doing. So he played upbeat music all the time.

He went back to school and changed careers. He exercised outside, spent time with his horses, and he spent a lot of time with his friends. I learned as a young teenager that happiness is a choice, and its something that you do. And this lesson impacted my entire life. However, at age 18 and 19, I was really struggling, and I was not happy. I had dropped out of university after one semester, and I was partying way too much. I knew that there had to be more to life, and I knew that I had to choose happiness for myself. This decision took me from living in Calgary, Alberta, to Hilton Head Island, South Carolina, where I worked with children one summer.

I am so grateful that I chose Hilton Head because it exposed me to the travel and hospitality industries. This experience led me to a 15-year career in the hospitality industry that I was passionate about and successful in. I led sales and marketing teams in Hawaii, New York City, Istanbul, and Los Angeles. Remember, Im from a little log cabin in northern Canada. A happy life is not about feeling happy all the time. This is a huge misconception. A happy life has more positive than pain. We all have pain. A happy life has meaning and purpose, and a happy life has different experiences that make you psychologically rich. You think happiness comes from meeting other people and societys expectations, but really, it comes from creating your own. Here is the simple secret of being happier: Spend time doing things

you really enjoy doing. Society tells us what happiness is, what happiness looks like, but what really matters is how you feel. So many people struggle with happiness. I struggle. You struggle. Whether its kids, work, finances, politics, non-stop technology, social media, family, or the never-ending 24/7

negative news cycle.

I personally struggle to feed my family three times a day, seven days a week, every single week.

I am not a good cook, and I don't like cooking. Obviously, I would never make it on Top Chef. Bottom Chef called and said, Don't even bother.

Here's just a few stats: Gallup's research

showed that 79% of people, globally, are disengaged while they're working. That's almost 80% of people. Many people are doing work that they don't like or that's not meaningful to them. Also, according to Gallup's global research, 41% of people have a lot of stress and worry on a regular basis. The World Health Organization said one in four are not getting enough exercise, and the term work-life balance has over 2.8 billion search results on Google. And your brain, my brain, all of our brains have a negativity bias, which is really unfortunate. We have to work extra hard to be positive and optimistic. I'm going to share with you four things that many people really enjoy doing. I'm going to connect them to the science of happiness. And I want you to think about these for yourself. Happiness choice number one -

Spend a lot of quality time with your friends and your family. For me, this looks like weekly date nights with my husband, playing with my daughters every single day with my phone away, and FaceTiming and calling my sisters multiple times a week. For you, it might be spending a lot of time with your friends. For you, it might be spending a lot of time with your parents. The Harvard Grant Study of Adult Development, an over-80-year study, proved that our relationships and how happy we are in our relationships directly affect our health and our happiness. Human connection is the number one predictor of happiness. When I became a parent, I knew that I needed more family time. And then last Thursday, I was like, How much can I get for my kids on eBay? All the parents, yes, you relate. Happiness choice number two is getting a good night's sleep.

This means sleeping seven to nine hours a night, every single night. Research shows that sleep increases our happiness, improves our brain functioning, and improves our overall quality of life. So even though those streaming shows are so good

or even though you could stay up just one more hour, just answer a few more emails, go to bed and leave your phone in the kitchen.

How do you treat your spouse or your partner when you're really sleep-deprived, maybe stressed?

Right? We take it out on the people that love us the most. That's who gets it. Happiness choice number three - Moving at least four times a week. Exercise increases our happiness,

increases our brain functioning, and decreases stress and anxiety. Do not exercise to look good; exercise to be happier. And I know you're busy. You don't need to do an hour workout class. Even if you move 15, 20 minutes, you will get the benefit. Happiness choice number four is do work that you like, that is meaningful to you. Research shows that meaningful work makes us happier and way more motivated while we're working and makes us happier in our personal life. And if you don't have the opportunity right now to change jobs or change careers, just spend more time helping people, and your work will be more meaningful. There are many other happiness choices, such as spending time in nature, meditating, volunteering, journaling when you're going through pain. It's about you. When you spend your time

doing things you really enjoy doing, you operate at a higher level. Happy people are more productive while they're working. A recent Oxford-MIT study of over 6000 people proved that people who felt happy while they're working are 13% more productive. That means you work faster, and you work smarter. And happy people are more successful. Dr. Martin Seligman, the father of positive psychology, and many others studied close to a million people over five years. And the research showed that people who are happy while they're working were four times more likely to receive an accolade, four times more likely to receive a promotion. So it directly connects to your career success. Healthy people are healthier and live longer. So on one extreme,

there's being really selfish, only caring about yourself. On the other extreme, there's doing what everyone else and what society expects of you. The simple secret is to spend your time doing what you really enjoy doing, so that you're happier, more successful, and you will take care of everyone you care about at a higher level. What you enjoy doing may change over time, like when my dad found himself single or when you become a parent, for example. Reflect and take new action. We all have different set points of happiness based on our genetics and our life circumstances. But everyone can make it better for themselves. In the recent article titled *Can Happiness Be Successfully Pursued?*, the researchers write, it takes both a will and a proper way to become happier.

I invite you to prioritize your happiness and spend your time doing things that you really enjoy doing. Imagine what that would do for your life. Imagine if all parents prioritized their happiness and set this example for their children. Imagine if all leaders prioritized their happiness and set this example for their teams. Think about you, all the parents and their children, all the leaders and their teams, now taking this renewed energy and using it to serve others and our planet. What kind of world would that look like? Thank you.

The Spiritual Dimension of Medicine _ Jonathan Ram foreign I'd like to talk to you about the most important dimension of Medical Care the spiritual Dimension and please I'm not talking about religion that is because the essence of spirituality is connection meaningful connection and each one of us gathered here today is either connected to someone to something or to some place all of which brings meaning and purpose into our world our spiritual connections are as unique as we are and if we're unwell or sick we find ourselves turning to what brings meaning into our lives because at times like these it'll be those unique connections that will provide us with hope in the midst of uncertainty joy in our pain peace in the middle of the storm and comfort in our suffering and in my world as a palliative care doctor I've seen and I've studied the

value of spirituality at the end of life and I'm here to talk to you about how this matters to all of our Healthcare experiences this is because each one of us has a spirit inside of us that connects to Unique aspects of our life and this expression of spirituality it's not just important for a human experience but to our own personal health care this is what medicine needs to prioritize to provide true whole person care and it's possible let me Begin by introducing you to Stephen Stephen was 36 years old when I met him he was a good man a family man and a few years younger than me and because of that we clicked but our taste in life couldn't have been more different Stephen was into Heavy Music drinking beer with his friends he drove a loud Ford V8 louder and faster how Stephen lived his life but Stephen was dying he'd been diagnosed with an aggressive

cancer too late and because of this he was racing Against Time against a faster moving cancerous enemy his treatment regime was grueling and because of this he suffered several complications to everything that was tried every win was met with a setback each more severe than the last until one particularly severe complication left him Gravely unwell languishing in a hospital bed hundreds of kilometers away from home there there he languished and his symptoms worsened the pain that had been his constant companion reduced him to tears and he struggled to stand let alone feed himself and he required more and more opiates to palliate his distress it looked like it was the end his wife Sarah stood and watched and she knew that she needed to get him home there's no life left in his eyes Jonathan she said to me over the phone as we discussed his transfer

a few days later I went to see him and what I saw utterly shocked me this is because he looked nothing like what his doctors had described over the phone there he sat with his sunglasses on smoking a cigarette talking to a group of his friends that had driven his prize collection of cars over for him to look at and when he saw me he smiled and he lifted up his glasses and for the first time in many months I saw life in his eyes there was joy in being back home reconnected to his family and to the people and to the places that brought meaning into his life Stephen was still dying but now he was alive in his spirit and this caused something interesting to happen in his body his pain simmered

down and his energy returned even but for the briefest of moments Stephen wasn't bed bound anymore and see we've done nothing to change his treatment

which simply brought him home and by doing so Stephen was able to reconnect with what brought his life meaning he was even able to see his father and make amends all of this fueled his spirit and brought in peace as he faced his own death Stephen died three days later as he did it allowed his symptoms to settle and he was peace dist white his young age and the ravages of his disease our spirit is the center of our being and the foundation on which our physical bodies and our psychological presence are built upon and it is the spirit in a person that makes them whole by connecting them to those unique aspects of their life and it's for this reason that the spiritual Dimension must be considered in medicine as we care for our health because see it's useless for doctors to prescribe medicines initiate fancy treatments or aim to cure disease or while neglecting that a physical bodies rest on a spiritual Foundation

our Spirits are the foundation of our physical selves and see in medicine we know that spiritual distress can worsen our quality of life and amplify our symptoms spiritual distress has been shown to worsen physical symptoms such as nausea pain and fatigue it can deepen psychological distress such as anxiety and depression and worst of all spiritual distress has been shown to weaken those relationships of those closest to us and those providing us with care the spiritual Dimension matters both in life and in medicine it was French philosopher Pier de chardine who said not just human beings having a spiritual experience with Spiritual Beings having a human experience when we connect to what is Meaningful to us in the midst of our suffering it officers the peace to deal with what we are facing when Stephen's Spirit reconnected to

what brought him life it allows his physical symptoms to settle and allowed US Energy to return and it brought in peace as he faced his own death the same is true for you and me okay so I'm going to be get personal here I want to talk about your spirituality see whether we care to acknowledge it or not each one of us has an expression of spirituality and the best way to think about our spirituality is through the lens of connection what are you connected to what brings meaning into your world what brings you Joy what gives you hope what helps you get through difficult times these are ways to think about your own spirituality in palliative care I love talking about spirituality the most unlikely people and I want to talk to you about Bob who was a 78 year old farmer who's referred to our service for late stage heart failure with only a prognosis of a few months

he was referred for ongoing physical and psychological distress and according to his wife Susan Bob had never set foot in church or had any type of spiritual beliefs of his own but when I started talking about spirituality through the lens of connection that's when Bob started talking I simply asked him Bob what lights up your world what brings you Joy and so Bob opened up about his

connection to the family farm that has been in his family for four generations and it provided four generations with a good way of life and a good living he talked about his connection to Susan who've been married to for 50 years and he talked about his five grandchildren to call him Poppy finally he talked about this this connection to the wisdom that had guided him through the seasons of life and so as a team these were the connections that we centralized in Bob's care we certainly use medicines and other

form of treatment but these were the connections that we kept at the middle of what we did this is true whole person care that inquires and considers a person's personal connections and Taylor's Medical Care around them and little did Bob know that his simple answers captured the essence of spirituality a connection or a deep personal relationship and as Spiritual Beings we live in connection with four main areas in our life we live in connection with ourselves we live in connection with the significant others around us we live in connection with nature in our environment and finally we live in connection with the sacred and the significant as a doctor it's important for me to inquire as to how my patients Find meaning and tailor care to what brings them life this is because what we're connected to

is what we'll turn to when we're facing something difficult such as the long road of a chronic illness or the uncertainty of a new and unexpected diagnosis or The Perils of unrelenting pain in finding meaning in pain is something that I know about myself see a few years ago I injured myself quite severely and what I thought would be only a few weeks off work turned into months painful rehabilitation in the throes of my recovery my return to being a doctor was less than certain this is because of the pain and the weakness and the numbness that I was experiencing my mind raced as I saw my life changing for my eyes I was utterly broken disconnected and in the midst of his suffering I received a piece of wisdom from the most unlikely source that changed everything an occupational therapist that was

treating me at the time asked me to consider my enforced time off as a gift a gift to slow down gift to reconnect with my family and a gift to gain perspective on my life she was right I'd lost connection with what truly mattered I was thoroughly absolutely disconnected from those Central Connections in my life and as I look back now that was my defining moment that brings me here to talking to you today she'd help me find meaning in my suffering and and as I reconnected to this new purpose my spirit came alive and like Stephen my pain simmered down and my mood lifted as I reconnected to those things that were important to me as Holocaust Survivor and psychiatrists Dr Victor Frankel famously said in his book Man's Search for meaning life is never made unbearable by our circumstance but only through a lack of

meaning and purpose finding meaning and suffering that's what my experience told me it took this

painful experience for me to realize that this same thing was happening in the lives of my patients and it changed the way that I practiced medicine but I faced an uphill battle see medicine today offices unparalleled benefits we're living longer our treatments are getting better and we're discovering something new every day but the cost of this advancement is that the soul of medicine has been lost this is because what many of these advancements fail to recognize is that humans do not simply exist in the Physical Realm but we are multi-dimensional beings who are created for connection and when those connections in our lives are broken we suffer think about how you're living at the moment Comfort well-being money and success what drives many of us

say this because this is what drives me to we may connect to what is Meaningful but it's not always Central but when our health or well-being are compromised this occupies our every waking thought and it can become all-consuming and chasing after physical treatments at the expense of what matters most and in this sad Twist of irony at the end of our Lives when we hit the bottom we realize it was those important unique connections that mattered most in life and in our suffering this is how medicine has been practiced at the moment with the deep and enduring focus on the physical but there's a better way our spirit is the foundation of our being and what we connect to in life is unique but also profoundly healing and simply asking your patient what helps you get through difficult times what brings meaning into your life a simple but powerful ways to help them

transcend what they are facing offering them Joy in their pain and comfort in their suffering this is whole person medicine and what you and I would want too if we were sick thank you

The Unexpected Key to Boosting Your Productivity _ I've always secretly wanted to be a machine. I felt like if I was a machine, I'd never let things fall through the cracks, I wouldn't forget things, and I'd do everything I needed to do on time every time. I knew there were people out there that were like this, and I wanted to know what makes them tick.

So a few years ago, I started a newsletter called Super Organizers, where I profiled 50 of the top performers in a variety of fields. I've talked to managers who track everything they do in a day in 15-minute increments. I've talked to investors who keep spreadsheets of every single person they've ever met, and CEOs who keep their calendars basically empty and rarely ever do meetings, ever.

I've also experimented with a lot of hacks myself to try to get me closer to my ideal. I've taped my mouth shut while I'm sleeping and stared at a sunlamp to increase my energy levels. I visualized my compassionate self and tried all sorts of supplements to hack my body chemistry. Sometimes the things I try work, and sometimes they don't. Sometimes they're just kind of ridiculous. But I want to share with you the best trick I've learned in all of my exploring. The ideal of being a machine is actually a trap. It gets in the way of our productivity because it makes us blind to the roots of our

actual problems. We are not machines, we're emotional beings. And learning to skillfully recognize and work with our emotions is the only way to actually be productive day-to-day.

Guilt, shame, fear, so often they're at the base of what's going on for us in ways that we barely understand. What's underneath our productivity problems isn't just a need for a new tool or system, but something going on in our emotional lives. And being aware of and observing how our emotions can affect us can open up a lot of flexibility and freedom to make progress when we'd otherwise be stuck. I found that the most productive people in the world, the ones who are most machine-like, actually recognize this and they often do three things to work with it. They're aware when they have a problem, they observe what's going on without judgment so they can understand it, and they keep experimenting

with systems or teams, mindsets and tools until it changes. This might sound simple, and it is, but it's actually very hard to do because at each stage we get blocked and twisted up by the shame, guilt, fear and doubt -- the things that get in the way of seeing things clearly. To do this well requires a level of emotional mastery that is very difficult to practice. So let me walk you through it and show you how it can work. Awareness is the first step. That means being aware of problems in your productivity. But that's harder than it seems. No matter what the issue is, it's much easier to ignore it and hope that it goes away than to admit that something's wrong. We feel like we should be able to just do better. We feel like, well, that's the job, I should just suck it up. Whatever the problems that you're

encountering in your productivity, you might not think about them that often because it's pretty painful. But there's magic in becoming aware of the problems that we're ordinarily not aware of. The most productive people have regular practices that they use to maintain that awareness. Sometimes it's journaling, sometimes it's mindfulness, sometimes it's just a walk, sometimes it's therapy. But everyone has something. Here's an example from my own life. I have a ton of trouble staying on top of my inbox. I'm the CEO of a start-up, and so this was really hard for me to admit at first. It seemed like an indictment of me and my ability to be successful if my inbox was a mess. But last year, after a lot of reflection, I realized that I had to face the fact that the backlog was causing problems throughout my company.

Once I was aware of the problem, I could start the next step: observation. When I moved into the observation stage, I wanted to see with as little judgment as possible what usually leads to my inbox being crowded. Observing without judgment was really difficult for me. My sense of doubt and fear came up. I thought: Should I really need to do this? I really felt like I should just be able to get through my inbox without any problems. But once I got beneath that, I began to notice something really surprising. There were actually many periods where I was on top of my inbox. It's just that

every couple of weeks there would be a shift where it would just turn into a giant mess. And it had a very specific trigger, either a single email I really didn't want to deal with

or a really busy period in my life where I couldn't look at my inbox for a day or two. And when this happened, emails would start to pile up, and I'd start to feel shame. I'd avoid my inbox and the pile would just get way worse. It was a vicious cycle. Once I saw this, I realized that there was a logical place to intervene. What I really needed to do was to catch myself right at the point every couple of weeks where my clean inbox was turning into a mess. And if I could do that, I knew I could keep it clean the rest of the time. This brings us to the next step: experimentation. Once productive people have recognized a problem and observed its contours without judgment, they try new solutions to find out what works.

Again, this can be really easy to get twisted up about. We're all filled with preconceptions about what's in and out of bounds to experiment with, and we're really boxed in by those preconceptions. We don't want to look silly or weak. But if we allow ourselves to find what works for us, we often find things that no one else would. I tried a lot of different experiments to deal with my inbox problems. I tried going to a new coffee shop every time I needed to power through some emails. I tried talking about it with my business partner and other people at my company to try to lower my sense of shame about it. I tried a one-touch email strategy, I tried only checking my email twice a day. But none of these really solved the problem completely. So I kept going and I had a big insight.

I figured out I might be able to use my own desire not to let people down to help me get through my inbox. I'm lucky enough to split a virtual assistant with my business partner, so I wondered, what if I put an hour on my calendar a few times a week where they would babysit me. At the beginning of the hour, they'd message me and ask me how many emails I had in my inbox. And at the end of the hour, they'd message me again to ask how many I'd gotten done. I used my virtual assistant, but you could use anyone in your life. A family member or friend who struggles with something similar and propose a trade. It literally takes a couple of seconds to message back and forth. When I started to consider this, my immediate reaction was shame. I felt like I should not need a babysitter to do my work. And I dreaded the conversation where I had to ask for this kind of thing.

I also dreaded admitting it to anyone else. It all seemed very silly, but I decided to try it anyway. And it turns out just that little interaction a few times a week makes a gigantic difference for me. Getting a message from my assistant keeps me on task on my email and prevents the piles from being created, which makes it really easy for me to keep my inbox clean at every other time. And now I'm sitting here almost a year later with a clean inbox on a consistent basis. This may not work for you, but it does work for me. You might find that other approaches are better, like transferring your emails to your to-do list or making sure you're following a one-touch inbox strategy or maybe even

examining why you need to get through your inbox in the first place. But the only way

to find that out is to try it. What I've realized in all of my exploring is that I actually didn't really ever want to be a machine. I just felt guilty and ashamed for not being one. And once I started to work with that, everything changed for me. We think productivity is about software, notebooks and to-do lists frameworks, calendars, schedules and inboxes. And it is all of those things, but it's also about our brains and our bodies. It's about our emotions and how they guide us and sometimes get in our way. If you turn over the rock of productivity, you can find a lot hiding underneath. Identifying what's there is the best productivity hack I know.

The art and science of happiness _ Arthur Brooks _ Transcriber: Thekra Alkadee Reviewer: Emma Gon
I'm a professor of happiness. You might ask yourself, how can somebody be a professor of a feeling? The truth is that it's so much more than that. And yet most people don't know that. Everybody wants to be happier. I mean, not everybody acts like they do, but everybody wants to be happier, deep in their souls, I do believe. But most people don't know how to define it. I ask my students at the university, what is happiness? And many of them will say, Well, it's the feeling that you get when... In fact, they all talk about feelings at the very beginning. And I say, no, no, that's not the true definition of happiness. It's so much more than that. If I asked you, what's the definition of the Thanksgiving dinner,

you wouldn't say, It's the smell of the turkey, no. That's an indication that there's something special going on in the kitchen. It's an indication that dinner's coming. And the happiness feeling that you get is an indication of a much deeper sense, a psychological and even neuroscientific phenomenon. Happiness is a combination of three big things. They're kind of like the macronutrients in food, you might say. If I ask you that to define the Thanksgiving dinner, you might say it's proteins, carbohydrates and fat, and you would be right. And similarly, if I ask you the definition of happiness and you're getting it correctly, you would say it's a combination of three things enjoyment, purpose and satisfaction. Now, each one of these things has a big literature unto itself. There are people studying each one

of these things. They are not obvious. Enjoyment, for example, is not the same thing as pleasure. Maybe you'll see that in the dictionary, but it's not true. Pleasure is something that happens to you. It runs through a very ancient part of your brain called the limbic system. It's a reward for something that happens automatically so that you'll do something again and again. Enjoyment is an elevation of that where you take pleasure, but you add your true humanity to it. You experience it with other people. You move it literally to a different part of your brain called the prefrontal cortex. And there you can remember it, it becomes a part of your happiness if your Thanksgiving dinner gives you pleasure by filling your belly. The enjoyment comes from consuming that delicious dinner with

your family members and the people that you love, thus becoming enjoyment and thus

becoming part of your happiness. Similarly, purpose and meaning are not quite so straightforward either. Everybody knows that they want meaning in life, but they can't quite define it. And it's hard to. It's hard to find sometimes, isn't it? But even beyond that, the great paradox of meaning is that as part of happiness, it requires suffering. I ask people, when did you find your resiliency, who you were, the purpose in your life? And inevitably people talk to me about suffering, about challenges, about loss, about grief, even when their heart was broken, when somebody died that they loved and they survived. That's when they find their true meaning in life. The irony of that is that happiness requires unhappiness to get meaning. And just like those first two, satisfaction is a bit of a paradox. As a matter of fact, it is the most difficult

of the elements of happiness for us to master. Satisfaction is the great question of life. We want it, we try to get it, but we can't keep it. Now what is it? Satisfaction is a joy and a job well done is the reward for a goal that you know that feeling. If you want to be satisfied, you'll be satisfied when you graduate from your university, when you marry the person that you love, when you get the house you've always dreamed about, when you retire after a long career and then you'll finally be satisfied. You'll be joyful at the goal that you actually met. And furthermore, you'll be satisfied forever, right? That's what your brain is telling you. That's what the marketing around you in the world tells you. That's what Mother Nature tells you. But it's wrong, you know perfectly when you think about it a little bit, that you hit your goals and they give you

a whole bunch of joy, that satisfaction. And then it wears off. You get that car in a new car smell reminds you how wonderful it is. And a couple of weeks later, it's just a car. You move to California because you want the sunshine, you want the beautiful weather. And six months later, you're driving around just cursing the traffic. That seems like one of the cruelest fates in life, almost as if it were a hoax for Mother Nature, but it's not. It's actually part of Mother Nature's plan. See, you can't keep satisfaction because you die. If you stayed satisfied with those worldly things. Let me explain a major and important concept in the world of neuroscience, it's called homeostasis. Homeostasis is the tendency to go back to a baseline, either physiologically or psychologically.

It's the equilibrium that we always go back to, that we need to go back to. So we'll be ready for the next set of circumstances in our life. For example, perhaps you went to the gym today, you got on the treadmill and your objective was to raise your pulse rate for cardiovascular health and you raise your pulse rate to 140 beats per minute, and after half an hour you got off and within 15 minutes your pulse was back down to 60 or 70 or wherever it's supposed to be. Thank goodness for that. If you didn't have homeostasis within a week and your pulse remained elevated, you'd be dead. Now, similarly with your emotions, you need to go back to your baseline. For example, you

feel fear as something that happens, but the fear doesn't last. Why? Because you need to be ready for the next thing that might make you afraid. You can't be distracted with

the last thing or you wouldn't survive. Your ancestors wouldn't have passed on their genes. With happy feelings, it's the same way. You can't say happy with something that's happening right now, because you need to be ready for new happiness or new unhappiness, as a matter of fact, this is a survival mechanism. This is Mother Nature's purpose. But she also has a slightly nefarious purpose for you, which is to make you think you're going to keep your satisfaction, even though she won't let you keep your satisfaction. Why? So you keep running and making progress and trying harder. See, if you knew wasn't going to last, you might just stop and sit down. And Mother Nature doesn't want that. So you run and you run and you think you'll always get to keep it. The Rolling Stones sing, I can't get no satisfaction in the songs

as I try and I try and I try and I can't get no satisfaction. The real point of that song is not that Mick Jagger can't get no satisfaction. He can get satisfaction, so he can't keep no satisfaction. That's the irony of this thing running almost as if it were on a treadmill trying to get it. Now it's interesting, isn't it? We have a concept in my social science field called the hedonic treadmill. Hedonic means feeling treadmill is just a metaphor, obviously, but you want to get the feeling of joy, you want to get the satisfaction, so you run and you run. Or as Jagger says, you try, you try and you try. You stay more or less in the same place. But she never quite figure it out. Furthermore, as you get more and more addicted to the worldly things, to the material possessions, the money, the power, the pleasure, the fame,

the treadmill starts to turn up in speed and so you're running faster. Pretty soon you're running in blinding speed, and you're not just running out of ambition, you start to run out of fear, right? If you're a success addict, maybe a little bit of a workaholic. You know how this fear, this fear feels. You're running for more and more satisfaction that comes from the object of your work, from the returns that you get from that congratulations, from the raises, the promotions, the deals done. And pretty soon you start thinking yourself, I'm actually not getting that much satisfaction. But what if I stop? What happens if you stop on the treadmill? You face-plant is what happens if you stop on a treadmill and nobody wants that. Well, it might seem to you that I'm kind of a downer here.

Then I'm telling you about the human condition. It's not that great. It's not that fine. And maybe it even seems like there's nothing you can do. Well, there is something that you can do. There's a lot that you can do, but you have to be willing to do the work and go contrary to your nature. The old idea that if it feels good do it is wrong. When it comes to happiness, Mother Nature doesn't really care how happy you are. She wants you to pass on your genes. Your happiness, that's up to you, and you need to contravene your tendencies and this is a perfect case. I'm going to tell you how how you can

actually achieve lasting and stable satisfaction, but you can't go with your instincts. It starts with a formula. Most people think that satisfaction comes if I have what I want. If I manage my haves, I expand my haves, if I maximize my haves, I have things,

I have possessions, I have relationships. I have money, I have power, I have all of these worldly things. But the truth is that stable and lasting satisfaction comes not from what you have, but what you have divided by what you want. That's a better model for it. Because when you think about it, it sort of makes sense when you have a lot, well, your wants increase by even more. A friend, he told himself - he was very successful in business - early on in his twenties, he said, You know how I'm going to know I'm a real success, that's kind of his own yardstick. I'm going to go to the Mercedes dealership and be able to buy a car in cash, he said. And the day he was able to, he was 32, such a gifted guy. He went down and put down his money in cash.

I mean, who buys a Mercedes in cash? Different question. He puts down the money and he says, I want my car. And they gave it to him and his satisfaction lasted all of 45 seconds. As he was driving off the lot, he thought to himself, I should have saved six months longer and gotten the Ferrari. What happened? He was managing his haves, but his wants were sprawling. Remember your high school fractions? If you got a fraction, it's got a numerator and denominator. If you maximize the numerator, then the number goes up. It's true. But another way for it to go up, another way for your satisfaction to go up is to decrease the denominator to manage your wants. Ask yourself this. Do you have a haves management strategy? Of course you do. Everybody does. Do you have a wants management strategy? I bet you don't. Most people don't. The secret to lasting satisfaction is not to manage your worldly haves to have more, but rather is to want less.

I have a beautiful friendship, one that I treasure with His Holiness the Dalai Lama, Tenzin Gyatso, the 14th Dalai Lama, who dispenses wisdom to people all around the world. He's the world's most respected religious figure. And he was guest lecturing for my happiness class last year. And I asked him this question. He was in his home in Dharamsala in the Himalayan foothills. I was in Boston, where I teach, and we were separated because of the coronavirus epidemic. But we were so close and all the things that we were talking about. And I asked him for my students and a live audience of 14 million people. It was a beautiful public event. I said, Your Holiness, what's the secret to satisfaction? He didn't tell me that. He didn't tell me the fraction I just gave you. But he said it in words. He said, We need to learn how to want what we have, not to have what we want

in order to get steady and stable satisfaction. Another way to think of this is not to have a bucket list, it's to have a reverse bucket list. In other words, don't think of all of the sticky cravings that you have, but rather make a list of all those cravings and make a plan to renounce your craving to those things. If you get them, great. But if you don't, that's great, too. Make a conscious decision to divorce

yourself from the cravings to the things on the list. That's a reverse bucket list. That's what strong people do. Can you do it? I do that every year on my birthday now, and I've just watched my happiness through my satisfaction increase. Now, you might ask yourself, is there anything, anything that will give me stable and steady satisfaction? The answer is yes. But it's not money,

not power, not pleasure, not fame. That's the bad four. Here's the good four - faith, family, friends and work. Now, my faith I don't mean my faith, I don't mean it necessarily a formal faith. I mean a sense of the grandeur, a sense of the transcendent, a perspective that's bigger than your everyday life, which is so small and so tedious. Maybe it comes from a walk in the forest every day for an hour. Maybe it comes from studying the ancient stoic masters. Maybe it comes from going back to the faith of your youth. Maybe it comes from a meditation practice. You choose. But you must do something every day that zooms you out. Your family life, the ties that bind that don't break, the ties you don't choose and God knows in many cases you wouldn't. Maybe you had a tough Thanksgiving where Aunt Marge wouldn't

stop talking about politics. But you know perfectly that the 2 AM call that you make would go to one of those people, don't ruin those relationships over trivialities like politics and ideology. Friendship. You need friends, but you don't just need people around you. People who can help you, people at work. That's not it. Maybe they are people at work where your best friends, but maybe not. Here's the thing to ask yourself. These people around me, are they real friends or deal friends? You know the difference. And finally, work. Work that's meaningful and meaningful, I don't mean money and power, no no. I mean any job, whether you're an electrician or a bus driver or a college professor or a politician or a movie producer, I don't care. It has to have two characteristics and two characteristics only,

you earn your success. You're rewarded for your hard work and merit and personal responsibility and you're serving other people with your endeavors. Those are the secrets to meaningful work, faith, family, friends and work, which is all four different kinds of love. And that, my friends, is the secret. So ask yourself these questions. Are you getting true satisfaction? It can't come from having more. Have you been chasing the wrong thing? On the worldly side? If you're going to get more and better be on the faith, family, friends and work dimension and not on the things that the world is telling you to chase. Those are the things of which you need to want less. What is true for us is true for the people that we serve. If you, for example, have customers, you have clients. It's important that you realize that you shouldn't sell the wrong thing.

You shouldn't make these promises of satisfaction that you cannot deliver. Remember, the point is that people can enjoy what you provide together in bonds of love, and only then will your product bring true and lasting satisfaction. Associate what you do in your work with the true sources of love

and happiness and satisfaction for all people, which in turn, will bring more satisfaction to you.

The art of focus _ a crucial ability _ Christina B Translator: Hiroko Kawano Reviewer: Peter van de Ven In the fall of 2005, I find myself at the Military World Championship in shooting. I'm in the lead in the final, and I have one shot left to shoot. The target is 50 metres away, and the ten is 10.4 millimetres. What is it that determines if I shoot a nine or a ten? Is it the physics, the technique, the relaxation or the breathing? No, those are abilities that everybody at that level has been training for years. It's all about the thoughts I think and why I think them. This is what focus is about. When I was 23 years old, I felt that I had a kind of capacity, an inner drive and an energy that I didn't really know how to handle. And it frustrated me, not knowing what to do

or where to go in this world. I was completely lost. And the only solution I could think of was trying to become best in the world at ... something. I had no idea in what. But I decided to become a world champion. I was quite athletic, but my helpful brother pointed out that I was too old to become a world-class sprinter. So I choose shooting. This determination brought me into the military arena, and since that very day, I started my practice. Thousands of hours were spent on the shooting range. I ate on the range. I slept on the range. And still today, I can remember that smell of lead and loneliness. I travelled all over the country, competing, for three years, but I lost over and over again,

not getting any reward or recognition. In my world, I was programmed to win, but I didn't. And I couldn't understand how it could be so incredibly difficult. It was only my perseverance that kept me going. In this very moment at the World Championship aiming at the target with these irritatingly tight margins, and these nervous thoughts running through my head, this potential triumph could easily become yet another fiasco. But then, suddenly, I saw, and I focused on, a beautiful autumn leaf playing in the wind. I give this leaf my full attention. And suddenly, I am completely calm. And the world champion title is mine.

This was - This action was a deliberate choice and the result of persistent mental training.

Because this leaf relieved me of distracting thoughts and made me focused. And the phenomena of focus interested me more and more, not only in peak performance but also in the longer perspective and in life in general. I studied this vital capacity, and what I saw was that the human mind struggled with focus on three distinctive ways. First, our minds are often full of disturbing thoughts, often worried about not being good enough. Second, instead of working with what we already know, we are constantly focused on what we will achieve. And third, we are frustrated for not having time. So, how can we help ourselves with these problems? Well, before we can discuss that,

we need to find out what focus is. In today's overflow, with new waves and trends, the ability to

focus has been somewhat overlooked despite its great value. It's, however, a particularly complex function of our intelligent brain. So, let me simplify it for you. The pre-eminently thinking human beings, all of us in here, I guess, have the ability to think forward and backward in time. And we often go down the alarming path of thinking, What happens if ... ? What happens if I shoot a nine? If I forget what to say having a presentation? If I don't finish my report on time? If I start losing followers on social media? If life doesn't turn out the way we had anticipated? Or we worry about why it didn't turn out the way we wanted it to. Can we then, at moments of need,

free ourselves from these disturbing and worrying thoughts, a kind of undemanding present arise? Because it's in this undemanding present that we are focused. It's here that we perform and function exactly as well as we are. So, standing there, shaking with nervousness but giving that leaf my full attention, this is what happened. So, focus is simply about choosing the right thought among thousands of thoughts. Now, how do we get focused? Well, firstly, regarding the disturbing thoughts. We need to learn to notice disturbing thoughts and to distinguish them from not disturbing thoughts. A not disturbing thought is something completely neutral, like a lamp, a chair, a belt, a toaster

or an autumn leaf. Because as the brain, in broad terms, only can focus on one thing at a time, a not disturbing thought knocks out all the disturbing and worrying thoughts. And this is enough to reach that inner capacity we in fact already possess. Second, regarding how we constantly focus on what we will achieve. In the performance-based society of today, we often lose focus because we constantly strive towards the new and better instead of finding our inner power and constructively working with what we are best at at each given moment. Because if we always think about the goal, about what we want to achieve, about where we want to go, about who we want to become, our focus is constantly on the future and not on the work

that needs to be done now. So, removing the goal now and then is not as crazy as it sounds. Well, scary at first. I mean, where we're going now? But that is how focus ends up on who we are and what we have instead of chasing after what we are not and do not have. So, focus is not about becoming something new or something better, but simply about functioning exactly as well as we already are and understanding that this is enough for both general happiness and great achievements. Third, regarding frustration for not having time. We live in a time with endless possibilities around us, and this seems to have created the notion that life must be lived intensely. We try to exceed on all arenas at the same time, and one's self-confidence ends up on all that we do

instead of placing focus on one thing and doing this really, really well. Our focus shatters into a thousand little must-dos and must-haves, and time is somehow eaten up. But the principle is quite simple: The more possibilities, the more there is to refrain from. Today is no longer about prioritizing

but about prioritizing away. Imagine yourself sitting at your desk in the morning and making a must-to-do list. Now challenge yourself and make a not-to-do list, and your brain will automatically shift in focus. Also, it's funny, despite our unique ability to think long-term, we want immediate response on our efforts. Posting a picture on social media, for instance. We live our life with short-term focus, and we are losing the ability to build our own self-esteem without constant feedback from others. So, how do we find a long-term focus,

that focus that moves your life in the right direction? Achieving long-term focus requires that we learn to direct our attention inwards. To that what I call our inner core. To that which doesn't need a constant response. Because it's here, and perhaps only here, that we find genuine contentment and satisfaction with who we are. So, why is all this so important to us all? Focus is important because several essential abilities are linked to this innate skill. The ability to listen, to learn, to empathise, and not at least, to steer our self and our life in the right direction. And as the pace in our society will increase even more, it will require quite a lot to navigate in this new unpredictable era, with a constantly growing roar around us. And you know what?

We must control the intense society. The intense society must not control us. And for this, we need to stay sharp and focused. But do you know what I'm worried about? I am concerned that our ability to steer our focus with our own power is something we are about to lose. I'm worried that we, in the future, will see two groups of people: those with the ability to co-exist and handle the intense society, and those who will become more or less slaves under the same possibilities. Although we as adults are struggling with our focus more than ever, we still have a sense about what focus is. But what about our coming generations? What if our generation is the last one with access to this life-affirming tool? Here, we own a responsibility in ensuring that this ability is maintained in the future. Because focus, this vital force, is what brings out the best in ourselves and in others, something our world

so greatly deserves. Now, finally, embrace the ability you have within yourself to be able to see the value of a small autumn leaf playing in the wind.

The effect of trauma on the brain and how it affects I want to ask you to think back to some occasion in your life when you might have gotten in an argument with someone particularly someone that you loved you cared for a lot a family member a spouse a parent and really reacted really react it got so angry did things you said things maybe broke stuff said hurtful things and then later on reflected on your behavior and wondering what happened where did that come from I want to look at some of the factors that contribute to that type of overreaction that mechanism that hyper arousal that occurs hyper arousal anger hostility where does that come from what generates it I'm going to talk about stress okay stress as if as a factor that can influence behaviors and look at the anatomy of the

human brain is actually we actually have two brains that are contributing to our behaviors two brains contributing to our behaviors and stress is particularly influential on one of them stresses noting that we think about

right we don't come up with stress it is a reaction to the external environment so let me talk about the two brains I have a diagram here of this the cortex of the brain and this structure underneath the cortex of the brain which is labeled brain stem in here but I'm really talking to talk about the subcortical brain this entire structure here the cortex of the brain is what I'm going to call the human brain the intelligent brain it's where our personality is our individuality where we make choices of our mate what we eat we're kind of music we listen to what car we drive where we live what type of life we live we take in sensory information that's processed in the cortex and we take actions based on sensory information that's where our personality our individuality it's all centered in that cortical area note in the human brain it's actually the the by far the largest mass of the human brain is cortex okay we rule the world as humans why not because we perform animal

functions better than any animals we're not bigger faster stronger than animals we think better we have the largest cortex and we rule the world but we're animals we eat make waste products and make babies and that behavior triggered by our primitive animal brain is sometimes responsible for triggering some of the behaviors that were not particularly fond of so this primitive animal brain what does it do well the brain reacts to situations whether we want it to or not particularly this animal brain which doesn't think it just reacts to the environment so if I if I said to you hey let's all go outside and race across Broad Street but don't your heart beat increase could you do it now you can think to yourself hey I'm going to stop my heart beat for 10 seconds but you can't do it the thought exists the thinking exists in the cortex the human brain but the animal brain is controlling your heartbeat and won't let you do it so you can think all you want about lowering your blood pressure and it won't happen that primitive animal

brain is maintaining your heartbeat your breathing your digestion from the moment that you're born at any time I mean even pre pre birth you know as a fetus that no these structures start operating in that central nervous system primitive animal brain is operating non-stop until it until your death pretty amazing okay I'm gonna ask you to look at another way that that this primitive animal brain reacts the situations okay so this you know let's let's pick a picture a bunch of guys hanging out arguing about who's gonna win the Super Bowl on Sunday talking about cars whatever whatever men might want to talk about when they're involved in a conversation I'm a man so I look at you know I only have a male perspective on things but what you guys are sitting around talking and all of a sudden there that conversation this really attractive looking woman walks by with a inappropriately short miniskirt and an inappropriately tight t-shirt what's gonna happen to that conversation all right the little Snickers in you is no

not me man I don't look you know men will be attracted to that not because they're out there searching for mates married men might react that way okay but because of the fact there's an animal instinct of sexual attraction why do advertisers put sexually attractive women in ads to attract attention to that ads so people go on buy stuff they don't need okay it's an animal instinct now I may be distracted at times but I'm married so I don't go out and chase the girl you know married men's committed men or in relationships might to be attracted might be it might be like a magnetic boom but back focus on hey I'm married yeah I think the Patriots are gonna lose or whatever you know whatever the conversation happens you know but the reaction and I don't know how women react to men I mean you know fortunately you you do react those ugly guys with that's good you know but that primitive sexual instinct is a really important behavioral driver of on a day to day basis you know male elephants are

attracted to female elephants female frogs mate with male frogs all species mates sexual attractions basic animal instinct a more powerful animal instinct programmed in that primitive animal brain is survival and how do animals survive fight or flight okay much more powerful instinct so the primitive animal brain to review runs our body breathing digestion heartbeat blood maintains blood pressure and this program for primitive animal instincts that all animals have eating sexual attractions seeking safety and shelter and then that most powerful instinct survival fight-or-flight the cortex of the brain is our thinking brain it makes decisions it takes actions that those things okay based on sensory information it thinks it's where our memory is located all of our processing now my job on a daily basis is I work I'm a physician I work I'm the director of the traumatic brain injury for the military down here at Fort Gordon Eisenhower Army Medical Center and I'm gonna use some examples of what happens

to soldiers when they're taken from the United States sent over to Iraq and Afghanistan and experience the traumatic experience of war and how does that experience impact their performance how does that experience impact their behaviors based on the influence that that traumatic experience has on their brain whether they wanted to or not okay so what they do is they go to a place like Iraq or Afghanistan what is the enemy trying to do to them when they're there kill him trying to keep the enemies trying to kill these men and women so their fight-or-flight the primitive animal instinct is ramped up and magnified turned on big time all the time not for like 20 minutes here in ten minutes here but non-stop for 24 24/7 through their entire time of deployment I was I was with the patient this morning seven deployments seven deployments 14 months minimum of those seven in those seven deployments hyperactivated fighter flight and when you're in a place where you know bad

guys are trying to kill you having your fight-or-flight activated to respond real quickly is the best thing

that could happen to you and it functions great when you're in a combat zone but now let's take that soldier and return him to the United States so you get on a plane come back to the US get off the plane hi I'm back home what part of the brain is recognizing the geographic shift back to the United States the cortex the intelligent human thinking brain but where was this hyper aroused fight-or-flight located and the primitive animal brain the subcortical brain specifically a structure called the amygdala which becomes hyper activated and triggers fight-or-flight now that was very very powerful and essential in a combat zone but the soldier now comes home and he's still hyperactivated so to give you an example I had one of my men went to it was home for a few months he was feeling pretty good he went to a rock and roll show in Atlanta hanging out in Atlanta I was doing ok with the crowds but all

of a sudden boom fireworks go off BAM he thought he dives to the ground now he didn't hear the explosion ago that sounds like a bomb I'd better duck ok he reacted non-thinking so now let's look at the anatomy of the brain cause there's one more super important point to make in here that's fascinating sensory information comes in - you know we see here taste touch and smell that sensor information comes into our sense organs is sent to a structure in the brain except for smell which bypasses the thalamus but all the rest are sent to the thalamus which is a relay station that sends a signal to both the human intelligent cortical brain and the primitive animal brain so in this case of this explosion at a rock show the explosion gets to the cortex and the cortex is gonna think about exploding sounds like a bomb Whitman I'm in Atlanta oh my gosh the terrorists by the way the band still playing nobody's running for cover nobody saw romance fireworks roof I'm ok and the cortex could figure that out very quickly

simultaneously that signal went to the animal brain the animal brain doesn't understand geography it's hyper activated it's hyperactivated particular to explosions which in war meant what I a DS rocket-propelled grenades mortars blood guts death body parts here's the second key point about this primitive animal brain number one it doesn't understand geography number two it's faster than the thinking brain the animal brain actually is physiologically wired to respond faster than the thinking brain so before the soldier can take that soldier was fireworks that explosion was fireworks boom he's on the ground diving for cover you know about the time he hits the ground he's going on like god I feel like a jerk down here you know because everybody else is up cheering and he's on the ground ok but it was a non thinking response you know non thinking response triggered by the animal brain which is wired to respond faster when you think about it from a survival perspective a survival

perspective the faster we react the more likely you are to survive so indeed through an evolutionary period you know the human species has been around about 300,000 years but for 300 million years we have had animals have had a fight-or-flight reaction I don't know who figures this stuff out but

that's what it says in the biological books 300 million years of a fight-or-flight you know the faster they react the more likely they are to survive the animal brain is not very smart it's fast it's fast the more the quicker you respond to dangerous threatening situations the more likely you ought to survive a child that grows up in an abused environment you could take them out of that home right and put them somewhere else but if he's experienced he or she has experienced significant abuse in that home that abuse is impacted their arousal system their primitive animal brain no matter how much in their cortical brain they may want to overcome that they are still reacting to situations programmed in

that primitive animal brain but you can't change by thinking any more than you can change your heartbeat your blood pressure okay eat and hold your food your belly for four hours before you digest it so let me talk a little bit about irritability okay so there was a man and wife or at home and the wife asked her husband honey can you take out the trash for me sure maybe no problem I'll take out the garbage so the man he gets up took out the garbage did a good job cleaned up everything a nice came back in the house that down job done now meanwhile his wife walked off into another room and their two little children the two little children had spilt chocolate milk all over this beautiful brand-new white sofa she was angry now she's got this new sofa with big nasty stains on it she's not happy okay why they look these kids to break chocolate milk in here why did I get a white sofa my relatives are coming to visit I got this nasty stain on here boy is she angry she's not mad at her husband okay but she comes back

to her husband with a me angry look on her face okay and now our husbands in a maybe fatigued stressed-out with you know stuff going on at work or whatever you know not particularly a great mood she comes back to him now and she got a angry look on her face and she goes did you take off that trash like I asked you yeah he starts cursing his way yelling at her Wow well what happened well how did she go how did she approach her husband aggressive hostile angry what's the fastest part of the brain to respond to sensory information coming in his angry face and angry tone of voice the fastest part of the brain that respond is what the primitive animal brain in order for that man to recognize hey that's my wife talking about the garbage he needs his memory in his cortex to recognize his wife and to recognize the English language did you take out the garbage so when he responded he didn't respond to his wife he responded to the aggressive tone of voice and the

aggressive face that she presented now of course when he yells at his wife she don't like that okay so she barks at him and he barks back at her and now they're in a big argument over nonsense over nonsense they made a their intelligent thinking human brains made a decision hey I love you baby let's get married and live happily ever after let's have a wonderful life together your awesome husband daddy but now in the heat of the moment that intelligent decision and the primitive animal brain is reacted and gotten him into a situation that they're intelligent thinking brain never would

have never would have when when the brain is hyper aroused if it's stressed out you know certainly this is a situation that I see in in in military personnel who have been involved in combat but you know everybody gets stressed out you know bills family relations neighbors making too much noise or whatever okay that hyper arousal that primitive animal brain is pumping out stress hormones

interfering with sleep keeping you up it can hijack a memory because as you're thinking of all the stress even unconsciously remember I'm not talking about the conscious brain where you're thinking and plotting and using your cortex and probably a hyper arousal the animal brain that's been stimulated by some type of stuff okay could be trauma could be just day-to-day stuff that's accumulating and hard to manage but the stress hormones get released it activates that part of the brain and memory becomes difficult because concentration and attention it's not that the memory storage and recall is problematic 'since the attention is being diverted to all this other stuff ok the stress factors for example I'll have a lot of soldiers will tell me they have memory problems I was talking to a guy once in my office and we had started having a sports conversation and we get up and walking down the hall and I'm talking about you know the topic that we had been speaking about we got to the end that

Holly goes doc and I told you my memory sucks I don't remember anything he just said well what happened was when I opened up the door we retrace our steps to analyze this so when I opened up the door he saw other doors in the hallway and started thinking who's in those rooms what kind of weapons they got in there whose footsteps are those coming down to connect me hauling one of the guys a grenade what are we gonna do it's about time we got to the end of the hall he wasn't he didn't forget what I said he never heard it because his primitive animal brain was hyper aroused so what are we gonna do about it you know I mean as a neuroscientist I went back to school later in life I became a physician and I have been fascinated being a brain mechanic that's kind of what I consider myself to be I'm not a behavioral health psychiatrist or anybody that deals with move depression and all this kind of stuff but what I love is the way the brain operates is a machine the most complex machine in the entire universe and what is really

amazing to me is we got this part of the brain it's reacting before we think and triggering hormonal releases and consequently behaviors that really take us in situations that we don't necessarily want when we look back well why did I do that during the day the brain is constantly generating ideas constantly generating thoughts it goes back to that you know I like to think about in terms of ontology you know Descartes 1650 said there I think therefore I am how did he define his being I think therefore I am fast forward to the 1950s French existentialist jean-paul Sartre was concerned not that I think therefore I am but I am the person that sees my thoughts thoughts may happen but they're generated spontaneously by the brain they're not necessarily who you are you are the person that sees those thoughts I love that definition because that's the cortex of the brain that I

want to amplify I want to magnify when you use

that cortex to determine in my life how I live my life what I do I can see thoughts coming into my head you know maybe getting emotional about stuff angry about somebody challenging me or cutting me off on the road or or something that's challenging but it's always good to stop for me I stop to think wow feel my reaction to it is not necessarily what I want to happen here what I want to happen I can control I can do with my cortex I still react is that brain that primitive brain reacts so in my experience both in the working for I've been working for the for the army for about almost seven years now and you know been a brain injury doubt for a few years more than that I see a lot of folks in this status who end up going to doctors and they get headache medications prophylactic and a board of therapies they get sleep meds which don't work they get mood medications they get pain meds okay you know oh let me talk about one more thing I forgot so stress right when you're always walking wrong all these muscles are tightening

up you know you're walking around neck the sore back is sore you know this is this is pain being generated by stress you know with headache headache generation particular attention and then migraine headaches neck muscles being tight for that you know from stress pretty much every soldier that I see it's been the war has this going on so is is a solution to give them headache meds to fix the headache or do we get to the cause of the problem let's get to the cause of the problem this isn't rocket science okay a person's stressed it changes the way their body is operating because of these stress hormones being activated so we can do things to reduce the stress you don't need so long well I mean I'm not talking about psychiatric patients need medications but I'm talking about just cases where there's a clear-cut cause of hyper arousal hyper stress okay where this physical symptoms are being generated not by abnormalities in the brain but by a set of circumstances that is arousing the primitive animal

brain to create stress hormones and activation of this thing we call stress so what we do when we treat the men and women who have gone to war is try to get to a solution okay so how do we treat headaches send them to a physical therapist they learn a stretching program they get devices heating devices massage devices to loosen up the muscles lower the tension that's triggering the headaches learn sleep hygiene learn relaxation techniques okay we have yoga classes okay we teach meditation meditation has been an amazing tool you know meditation relaxes the brain what happens physical symptoms get better headaches memory sleep mood issues all are improving exercise physical exercises we one I'm probably the biggest advocate of okay we have many many patients who are on profiles meaning they're not allowed to exercise at normal high level of military so we use these programs to really help the soldiers decrease their stress level and go to an organic holistic solution rather than using the pharmaceutical

products which of course have significant side effects so I leave you with the message of considering in your own lives how the your primitive animal brain reacts to situations triggering actions and urge you to consider alternatives to the pharmaceutical industry I am about to demonstrate something that I do for relaxation before I was a physician I was a professional guitar player for many years and I'm about to plug in this beautiful Gibson Les Paul over here and do a little I'm gonna do this as a tribute to the men and women that have served in military I've had an amazing opportunity in my life to not only be a professional musician but to go to medical school and become a doctor in my 40s because I live in this amazing country called the United States and play this for all the veterans and current active-duty soldiers and people involved with the military who have allowed me to have the freedom to live this crazy life that I've had so thank you and this is gonna be for you okay

let it rip

The history of our world in 18 minutes _ David Chr First, a video. Yes, it is a scrambled egg. But as you look at it, I hope you'll begin to feel just slightly uneasy. Because you may notice that what's actually happening is that the egg is unscrambling itself. And you'll now see the yolk and the white have separated. And now they're going to be poured back into the egg. And we all know in our heart of hearts that this is not the way the universe works. A scrambled egg is mush -- tasty mush -- but it's mush. An egg is a beautiful, sophisticated thing that can create even more sophisticated things, such as chickens. And we know in our heart of hearts that the universe does not travel from mush to complexity. In fact, this gut instinct

is reflected in one of the most fundamental laws of physics, the second law of thermodynamics, or the law of entropy. What that says basically is that the general tendency of the universe is to move from order and structure to lack of order, lack of structure -- in fact, to mush. And that's why that video feels a bit strange. And yet, look around us. What we see around us is staggering complexity. Eric Beinhocker estimates that in New York City alone, there are some 10 billion SKUs, or distinct commodities, being traded. That's hundreds of times as many species as there are on Earth. And they're being traded by a species of almost seven billion individuals, who are linked by trade, travel, and the Internet into a global system of stupendous complexity.

So here's a great puzzle: in a universe ruled by the second law of thermodynamics, how is it possible to generate the sort of complexity I've described, the sort of complexity represented by you and me and the convention center? Well, the answer seems to be, the universe can create complexity, but with great difficulty. In pockets, there appear what my colleague, Fred Spier, calls "Goldilocks conditions" -- not too hot, not too cold, just right for the creation of complexity. And slightly more complex things appear. And where you have slightly more complex things, you can get

slightly more complex things. And in this way, complexity builds stage by stage. Each stage is magical because it creates the impression of something utterly new

appearing almost out of nowhere in the universe. We refer in big history to these moments as threshold moments. And at each threshold, the going gets tougher. The complex things get more fragile, more vulnerable; the Goldilocks conditions get more stringent, and it's more difficult to create complexity. Now, we, as extremely complex creatures, desperately need to know this story of how the universe creates complexity despite the second law, and why complexity means vulnerability and fragility. And that's the story that we tell in big history. But to do it, you have to do something that may, at first sight, seem completely impossible. You have to survey the whole history of the universe. So let's do it.

Let's begin by winding the timeline back 13.7 billion years, to the beginning of time. Around us, there's nothing. There's not even time or space. Imagine the darkest, emptiest thing you can and cube it a gazillion times and that's where we are. And then suddenly, bang! A universe appears, an entire universe. And we've crossed our first threshold. The universe is tiny; it's smaller than an atom. It's incredibly hot. It contains everything that's in today's universe, so you can imagine, it's busting. And it's expanding at incredible speed. And at first, it's just a blur, but very quickly distinct things begin to appear in that blur. Within the first second, energy itself shatters into distinct forces including electromagnetism and gravity.

And energy does something else quite magical: it congeals to form matter -- quarks that will create protons and leptons that include electrons. And all of that happens in the first second. Now we move forward 380,000 years. That's twice as long as humans have been on this planet. And now simple atoms appear of hydrogen and helium. Now I want to pause for a moment, 380,000 years after the origins of the universe, because we actually know quite a lot about the universe at this stage. We know above all that it was extremely simple. It consisted of huge clouds of hydrogen and helium atoms, and they have no structure. They're really a sort of cosmic mush. But that's not completely true. Recent studies by satellites such as the WMAP satellite have shown that, in fact,

there are just tiny differences in that background. What you see here, the blue areas are about a thousandth of a degree cooler than the red areas. These are tiny differences, but it was enough for the universe to move on to the next stage of building complexity. And this is how it works. Gravity is more powerful where there's more stuff. So where you get slightly denser areas, gravity starts compacting clouds of hydrogen and helium atoms. So we can imagine the early universe breaking up into a billion clouds. And each cloud is compacted, gravity gets more powerful as density increases, the temperature begins to rise at the center of each cloud, and then, at the center, the temperature crosses the threshold temperature of 10 million degrees,

protons start to fuse, there's a huge release of energy, and -- bam! We have our first stars. From about 200 million years after the Big Bang, stars begin to appear all through the universe, billions of them. And the universe is now significantly more interesting and more complex. Stars will create the Goldilocks conditions for crossing two new thresholds. When very large stars die, they create temperatures so high that protons begin to fuse in all sorts of exotic combinations, to form all the elements of the periodic table. If, like me, you're wearing a gold ring, it was forged in a supernova explosion. So now the universe is chemically more complex. And in a chemically more complex universe,

it's possible to make more things. And what starts happening is that, around young suns, young stars, all these elements combine, they swirl around, the energy of the star stirs them around, they form particles, they form snowflakes, they form little dust motes, they form rocks, they form asteroids, and eventually, they form planets and moons. And that is how our solar system was formed, four and a half billion years ago. Rocky planets like our Earth are significantly more complex than stars because they contain a much greater diversity of materials. So we've crossed a fourth threshold of complexity. Now, the going gets tougher. The next stage introduces entities that are significantly more fragile, significantly more vulnerable, but they're also much more creative and much more capable

of generating further complexity. I'm talking, of course, about living organisms. Living organisms are created by chemistry. We are huge packages of chemicals. So, chemistry is dominated by the electromagnetic force. That operates over smaller scales than gravity, which explains why you and I are smaller than stars or planets. Now, what are the ideal conditions for chemistry? What are the Goldilocks conditions? Well, first, you need energy, but not too much. In the center of a star, there's so much energy that any atoms that combine will just get busted apart again. But not too little. In intergalactic space, there's so little energy that atoms can't combine. What you want is just the right amount, and planets, it turns out, are just right, because they're close to stars,

but not too close. You also need a great diversity of chemical elements, and you need liquids, such as water. Why? Well, in gases, atoms move past each other so fast that they can't hitch up. In solids, atoms are stuck together, they can't move. In liquids, they can cruise and cuddle and link up to form molecules. Now, where do you find such Goldilocks conditions? Well, planets are great, and our early Earth was almost perfect. It was just the right distance from its star to contain huge oceans of liquid water. And deep beneath those oceans, at cracks in the Earth's crust, you've got heat seeping up from inside the Earth, and you've got a great diversity of elements. So at those deep oceanic vents,

fantastic chemistry began to happen, and atoms combined in all sorts of exotic combinations. But of course, life is more than just exotic chemistry. How do you stabilize those huge molecules that seem to be viable? Well, it's here that life introduces an entirely new trick. You don't stabilize the individual; you stabilize the template, the thing that carries information, and you allow the template to copy itself. And DNA, of course, is the beautiful molecule that contains that information. You'll be familiar with the double helix of DNA. Each rung contains information. So, DNA contains information about how to make living organisms. And DNA also copies itself. So, it copies itself and scatters the templates through the ocean. So the information spreads. Notice that information

has become part of our story. The real beauty of DNA though is in its imperfections. As it copies itself, once in every billion rungs, there tends to be an error. And what that means is that DNA is, in effect, learning. It's accumulating new ways of making living organisms because some of those errors work. So DNA's learning and it's building greater diversity and greater complexity. And we can see this happening over the last four billion years. For most of that time of life on Earth, living organisms have been relatively simple -- single cells. But they had great diversity, and, inside, great complexity. Then from about 600 to 800 million years ago, multi-celled organisms appear. You get fungi, you get fish, you get plants,

you get amphibia, you get reptiles, and then, of course, you get the dinosaurs. And occasionally, there are disasters. Sixty-five million years ago, an asteroid landed on Earth near the Yucatan Peninsula, creating conditions equivalent to those of a nuclear war, and the dinosaurs were wiped out. Terrible news for the dinosaurs, but great news for our mammalian ancestors, who flourished in the niches left empty by the dinosaurs. And we human beings are part of that creative evolutionary pulse that began 65 million years ago with the landing of an asteroid. Humans appeared about 200,000 years ago. And I believe we count as a threshold in this great story. Let me explain why. We've seen that DNA learns in a sense, it accumulates information. But it is so slow. DNA accumulates information

through random errors, some of which just happen to work. But DNA had actually generated a faster way of learning: it had produced organisms with brains, and those organisms can learn in real time. They accumulate information, they learn. The sad thing is, when they die, the information dies with them. Now what makes humans different is human language. We are blessed with a language, a system of communication, so powerful and so precise that we can share what we've learned with such precision that it can accumulate in the collective memory. And that means it can outlast the individuals who learned that information, and it can accumulate from generation to generation. And that's why, as a species, we're so creative and so powerful, and that's why we have a history.

We seem to be the only species in four billion years to have this gift. I call this ability collective

learning. It's what makes us different. We can see it at work in the earliest stages of human history. We evolved as a species in the savanna lands of Africa, but then you see humans migrating into new environments, into desert lands, into jungles, into the Ice Age tundra of Siberia -- tough, tough environment -- into the Americas, into Australasia. Each migration involved learning -- learning new ways of exploiting the environment, new ways of dealing with their surroundings. Then 10,000 years ago, exploiting a sudden change in global climate with the end of the last ice age, humans learned to farm. Farming was an energy bonanza. And exploiting that energy,

human populations multiplied. Human societies got larger, denser, more interconnected. And then from about 500 years ago, humans began to link up globally through shipping, through trains, through telegraph, through the Internet, until now we seem to form a single global brain of almost seven billion individuals. And that brain is learning at warp speed. And in the last 200 years, something else has happened. We've stumbled on another energy bonanza in fossil fuels. So fossil fuels and collective learning together explain the staggering complexity we see around us. So -- Here we are, back at the convention center. We've been on a journey, a return journey, of 13.7 billion years. I hope you agree this is a powerful story. And it's a story in which humans play an astonishing and creative role.

But it also contains warnings. Collective learning is a very, very powerful force, and it's not clear that we humans are in charge of it. I remember very vividly as a child growing up in England, living through the Cuban Missile Crisis. For a few days, the entire biosphere seemed to be on the verge of destruction. And the same weapons are still here, and they are still armed. If we avoid that trap, others are waiting for us. We're burning fossil fuels at such a rate that we seem to be undermining the Goldilocks conditions that made it possible for human civilizations to flourish over the last 10,000 years. So what big history can do is show us the nature of our complexity and fragility and the dangers that face us, but it can also show us our power with collective learning. And now, finally --

this is what I want. I want my grandson, Daniel, and his friends and his generation, throughout the world, to know the story of big history, and to know it so well that they understand both the challenges that face us and the opportunities that face us. And that's why a group of us are building a free, online syllabus in big history for high-school students throughout the world. We believe that big history will be a vital intellectual tool for them, as Daniel and his generation face the huge challenges and also the huge opportunities ahead of them at this threshold moment in the history of our beautiful planet. I thank you for your attention.

The power of believing that you can improve _ Caro The power of yet. I heard about a high school in Chicago where students had to pass a certain number of courses to graduate, and if they didn't pass a course, they got the grade "Not Yet." And I thought that was fantastic, because if you get a failing

grade, you think, I'm nothing, I'm nowhere. But if you get the grade "Not Yet", you understand that you're on a learning curve. It gives you a path into the future. "Not Yet" also gave me insight into a critical event early in my career, a real turning point. I wanted to see how children coped with challenge and difficulty, so I gave 10-year-olds problems that were slightly too hard for them. Some of them reacted in a shockingly positive way. They said things like,

"I love a challenge," or, "You know, I was hoping this would be informative." They understood that their abilities could be developed. They had what I call a growth mindset. But other students felt it was tragic, catastrophic. From their more fixed mindset perspective, their intelligence had been up for judgment, and they failed. Instead of luxuriating in the power of yet, they were gripped in the tyranny of now. So what do they do next? I'll tell you what they do next. In one study, they told us they would probably cheat the next time instead of studying more if they failed a test. In another study, after a failure, they looked for someone who did worse than they did so they could feel really good about themselves. And in study after study,

they have run from difficulty. Scientists measured the electrical activity from the brain as students confronted an error. On the left, you see the fixed-mindset students. There's hardly any activity. They run from the error. They don't engage with it. But on the right, you have the students with the growth mindset, the idea that abilities can be developed. They engage deeply. Their brain is on fire with yet. They engage deeply. They process the error. They learn from it and they correct it. How are we raising our children? Are we raising them for now instead of yet? Are we raising kids who are obsessed with getting As? Are we raising kids who don't know how to dream big dreams? Their biggest goal is getting the next A, or the next test score? And are they carrying this need

for constant validation with them into their future lives? Maybe, because employers are coming to me and saying, "We have already raised a generation of young workers who can't get through the day without an award." So what can we do? How can we build that bridge to yet? Here are some things we can do. First of all, we can praise wisely, not praising intelligence or talent. That has failed. Don't do that anymore. But praising the process that kids engage in, their effort, their strategies, their focus, their perseverance, their improvement. This process praise creates kids who are hardy and resilient. There are other ways to reward yet. We recently teamed up with game scientists from the University of Washington to create a new online math game that rewarded yet.

In this game, students were rewarded for effort, strategy and progress. The usual math game rewards you for getting answers right, right now, but this game rewarded process. And we got more effort, more strategies, more engagement over longer periods of time, and more perseverance when they hit really, really hard problems. Just the words "yet" or "not yet," we're finding, give kids greater confidence, give them a path into the future that creates greater persistence. And we can actually

change students' mindsets. In one study, we taught them that every time they push out of their comfort zone to learn something new and difficult, the neurons in their brain can form new, stronger connections, and over time, they can get smarter. Look what happened: In this study,

students who were not taught this growth mindset continued to show declining grades over this difficult school transition, but those who were taught this lesson showed a sharp rebound in their grades. We have shown this now, this kind of improvement, with thousands and thousands of kids, especially struggling students. So let's talk about equality. In our country, there are groups of students who chronically underperform, for example, children in inner cities, or children on Native American reservations. And they've done so poorly for so long that many people think it's inevitable. But when educators create growth mindset classrooms steeped in yet, equality happens. And here are just a few examples. In one year, a kindergarten class in Harlem, New York scored in the 95th percentile

on the national achievement test. Many of those kids could not hold a pencil when they arrived at school. In one year, fourth-grade students in the South Bronx, way behind, became the number one fourth-grade class in the state of New York on the state math test. In a year, to a year and a half, Native American students in a school on a reservation went from the bottom of their district to the top, and that district included affluent sections of Seattle. So the Native kids outdid the Microsoft kids. This happened because the meaning of effort and difficulty were transformed. Before, effort and difficulty made them feel dumb, made them feel like giving up, but now, effort and difficulty, that's when their neurons are making new connections, stronger connections.

That's when they're getting smarter. I received a letter recently from a 13-year-old boy. He said, "Dear Professor Dweck, I appreciate that your writing is based on solid scientific research, and that's why I decided to put it into practice. I put more effort into my schoolwork, into my relationship with my family, and into my relationship with kids at school, and I experienced great improvement in all of those areas. I now realize I've wasted most of my life." Let's not waste any more lives, because once we know that abilities are capable of such growth, it becomes a basic human right for children, all children, to live in places that create that growth, to live in places filled with "yet". Thank you.

The psychology of self-motivation _ Scott Geller _ Translator: Quan Sun Reviewer: Denise RQ
Thank you. Thank you. Beyond boundaries. What a theme, huh? Now, when I think of boundaries, I think of rules, regulations, and restrictions. And I think of the parents, and the teachers, and the supervisors, who hold us accountable with regard to those boundaries. That's not a bad thing. Yeah, I know, if you're like me, I need supervisors, I need someone holding me accountable to do the right thing. But beyond boundaries is something different. I think of those leaders, those teachers, those supervisors, those parents who inspire us to go beyond the call of duty, to do more than we have to,

to do it not because they tell us,

but because we want to. I would like to share with you what the research says about how to make that happen. And not just for other people, but for yourself. Here is the deal, how could we inspire people and ourselves to be self-motivated? There is another word. It's called "empowerment". You've heard that word, right? Now, the management definition of empowerment is, "Get it done. Just get it done. With fewer resources and less time, I empower you, make it happen." I'm talking about feeling empowered. That's different. Feeling empowered is when you're self-motivated. Now, if you want to know if you feel empowered, or if your child, your student, your worker feels empowered, ask them three questions. If they say yes to these three questions, they will feel empowered.

And by the way, this is not based on common sense, this is based on research. But you've all been there, so it'll feel like common sense. Question number one: can you do it? Albert Bandura calls it self-efficacy. Do you believe you can do it? Do you have the time, the knowledge, and the training to do what we are asking you to do? If you answer yes, good. Second question: will it work? Do you believe that what we're asking you to do, the process, will work? Albert Bandura calls that response-efficacy: believing that the behavior would lead to the ultimate outcome. By the way, that takes education. We have to show them the data, we might show them some theory, we show them, teach them why this might work. I just used the word 'education'. Earlier, I used the word 'training'. Is there a difference?

In elementary school, we call it education. Middle school: education. High school: education. College: higher education. Then you go to industry, what do you call it? Training. You have your training department. There must be a difference. Well, you know the difference. Do you want your kids to have sex education or sex training?

And your kids might answer the question differently.

Because you know that training means you do the behavior and you get feedback. That's powerful. Powerful. Have you ever heard this word 'online training'? It's an oxymoron, isn't it? I mean training is to watch the behavior, but online training is like plastic silverware, jumbo shrimp, legal brief, country music.

I mean, it doesn't work. OK, so if you answer yes, till it will work, third question: is it worth it? So we've had a training question, we've had an educational question; this is the motivational question. Do you believe the consequences-- This is about the consequences. B.F. Skinner taught us this: "selection by consequences". Dale Carnegie quoted B.F. Skinner and said that from the day you

were born, everything you did was because you wanted something for doing it. Consequences. Is it worth it? So you have to convince people that it's worth it. Now, by the way, if you answer yes to those three questions, you feel competent, am I right? You feel competent at doing worthwhile work. You've all been there. When you feel competent

at doing worthwhile work, you're more likely to be self-motivated. You've been there. No one has to look over you. Here is the challenge leaders, teachers. How do you inspire people to feel competent? Well, you give them feedback. You give them recognition. You show them they are competent. OK. I got one more another C word: choice. Your common sense will tell you. When you believe you have a sense of autonomy, a sense of choice in what you're doing, you feel more self-motivated. B.F. Skinner taught us that, too, in his book "Beyond Freedom and Dignity", way back in 1971. Reading that book changed my life, because I realized that I am controlled by consequences. But sometimes I don't feel controlled. When I'm working for a pleasant consequence, it feels good, it feels like I'm working to get something.

When I'm working to avoid an aversive consequence, I feel controlled. That is called negative reinforcement. So here is a challenge, leaders: how do we get people to become success seekers, rather than failure avoiders? First day of Introductory Psychology class - I teach two classes of 600 students, maybe some of you've been in that class and remember - the first day I say, "How many are here to avoid failure?" And 80% raise your hand. I say, "Well, thanks for coming, I know you're motivated, but you are not happy campers. You probably told your friends, 'I've got to go to class. It's a requirement.' Not 'I get to go to class. It's an opportunity.' You probably woke up to an alarm clock not an opportunity clock."

It's all in how you see it.

Really, it's all in how you see it. It's your paradigm. It's how you communicate to others and how you communicate to yourself. So, Ellen Langer said in her book "Mindfulness", - and psychologists know - "When you perceive choice, you perceive motivation." You're more motivated. So the deal is, for yourself sit back and reflect, be mindful of the choices you have. And talk about being a success seeker, rather than a failure "avoider". It's all how you talk, how you communicate to yourself and to others. I got a fourth C word: community. Powerful word. Psychologists know that social support is critical. People who perceive a sense of relatedness, a sense of connection with other people, feel motivated, and they are happier. I want to recite a poem. It's called "The cookie thief"

by Valerie Cox. And as I recite this poem, - there is only two characters, a man and a lady - put yourself in the situation. Be mindful, think about the situation and what you would do. OK? Here we go. A woman was waiting at an airport one night With several hours before her flight. She hunted

for a book in the airport shop Bought a bag of cookies and found a place to drop. She was engrossed in her book but happened to see That the man beside her as bold as could be a cookie or two from the bag between Which she tried to ignore to avoid a scene She read, munched cookies, and watched the clock As this gutsy cookie thief diminished her stock She was getting more irritated

as the minutes ticked by Thinking, "If I wasn't so nice, I'd blacken his eye." With each cookie she took, he took one too When only one was left she wondered what he'd do With a smile on his face and a nervous laugh He took the last cookie and he broke it in half

He offered her a half as he ate the other She snatched it from him and thought, "Oh, brother. This guy has some nerve, and hes also rude. he didn't even show any gratitude." She had never known when she had been so galled And sighed with relief when her flight was called She gathered her belongings and headed for the gate Refusing to look back at the thieving ingrate She boarded the plane and sank in her seat Then she sought her book

which was almost complete As she reached in her baggage, she gasped with surprise There was her bag of cookies in front of her eyes

"If mine are here," she moaned with despair "Then the others were his, and he tried to share." "Too late to apologize," she realized with grief That she was the rude one, the ingrate, the thief. So, where were you, when I was-- Where were you? Who's side were you on? Were you thinking independent? Or interdependent? I don't blame you if you think independent. That's how we are raised. Nice guys finish last. Squeaky wheel gets the grease. Gotta blow your own horn. Independent. We come in this life of ours dependent of others,

and then we can't wait to become teenagers. We are too old to do what kids do. Too young to do what adults do. So that we will do that nobody else would do to assert our independence. And some of us gets stuck there. We are stuck. I'll do it myself. I don't need you. Not good. We need each other. We have to have each other's back. We need a sense of community. This independence culture that we got, we have to move to interdependent. OK, four "C" words that can fuel self-motivation, and I think can fuel actively caring for people. Let me tell you a story to put it all together. It happened over 60 years ago. I remember it like yesterday. My parents asked me, "Hey, Scott. How would you like to get drum lessons? How would you like to play the drums?" Oh man! Would I ever?

I'm thinking of Buddy Rich and Gene Krupa. Most of you guys don't know those names, but they were the drummers. In those days, the drum was in front of the band. They had White Pearl drum

sets, and I saw it myself. That was my vision. I had a vision: consequences. That was my vision. And I said, "Yeah, I want to take drum lessons." So the teacher would bring his drum set next to mine. I didn't have a nice drum like this. My parents bought me a beatable drum at an auction. And they said to me, "If you get better, if your teacher tells us you get-- - they are holding me accountable - teacher says you are getting better, we will get you a better snare drum, and then a bass drum, and then some cymbals." And that was my vision, and that kept me going: consequences.

So the teacher would come in, and he would show me stuff: this is how--, left hand; this is how Buddy Rich plays with his left hand and his right hand. and then he'd do things like a flam.

Can you hear that at the back? You OK? And this is a rimshot.

He would show me stuff. I was just 10 years old, remember? And when he showed me stuff, I felt, "Wow!" He showed me this little simple drumbeat, "Watch me, Scott, watch this."

And I practiced it. And I did it. I am feeling competent. He showed me a paradiddle, "Listen. Paradiddle, paradiddle." "You go home and practice; next week, I want to see your paradiddling. I said, "Watch this."

And I said, "Watch this."

He said, "That's a double paradiddle. We didn't get there yet." I am really ahead. Because I'm self-motivated. I feel competent. I'm walking through Newberg High School, Allentown, Pennsylvania. I see the music teacher, and he says, "I've heard you're learning to play the drums." I said, "Yeah! I'm getting good." He said, "You can march in the band. You can be the snare drummer." Wow! That felt good. Another vision. Then the teacher comes into my-- - these are private lessons, by the way, two dollars, that was a long time ago - He said, "Scott! Ready to do a drum roll." I said, "Of course, I'm ready for a drum roll." And he says, "Watch this, Scott! Here you go. Watch this."

"Hmm... could you do that again?" "Scott. This is easy. Watch me."

"Now, you practice that, and next week,

I want to see your drum roll." He comes back the next week and says, "How is your drum?" "Hmm... I can do a paradiddle."

"That's regression. Ha-ha. I want to see a drum roll." Week after week, now we're talking about distress. Now we're talking about apathy. Now we are talking about learned helplessness. That's what psychologists call it. I remember walking through that elementary school and seeing the music teacher who said, "So, Scott, how are you doing? How are the drums?" "Huh, not so good. I can't do a drum roll." You know, like adults always say, "Never say can't. You can be anything you want to be, Scott." "No. I can't do a drum roll. I've tried and I tried, and I've kind of given up."

And he says, "Scott, when you ever get overwhelmed, break it down." Break it down. Can you do a paradiddle?" "Yeah!"

"OK, what's the second beat?" "Two beats."

"Yeah. Well, that's a drum roll, Geller. It's two beats."

You go home and practice, and you say, "Dad and mama," - remember I was just 10 - "You go 'dad and mama, dad and mama'."

It's a drum roll. That teacher came back the next week, "OK, Scott. I guess you can't do a drum roll." I said, "Watch this."

He said, "Wow! How did you learn to do that?" And I showed my teacher.

I taught my teacher. 10 years old.

He said, "I've forgotten. I got into the habit of just doing this

and I forgot that it is two beats. You taught me how to teach the drum roll, Scott. There is a lesson there: we can always learn from each other. We need to have the humility to accept feedback, and the courage to speak up. And we need to help each other feel self-motivated. How? Give them the perception of competence. Teach them about 'consequences drive us'. Let them perceive choice, and let them know it's community. We're all in this together. And we need each other. Thank you.

The puzzle of motivation _ Dan Pink _ TED I need to make a confession at the outset here. A little over 20 years ago, I did something that I regret, something that I'm not particularly proud of. Something that, in many ways, I wish no one would ever know, but here I feel kind of obliged to reveal.

In the late 1980s, in a moment of youthful indiscretion, I went to law school.

In America, law is a professional degree: after your university degree, you go on to law school. When I got to law school, I didn't do very well. To put it mildly, I didn't do very well. I, in fact, graduated in the part of my law school class that made the top 90% possible.

Thank you.

I never practiced law a day in my life; I pretty much wasn't allowed to.

But today, against my better judgment, against the advice of my own wife, I want to try to dust off some of those legal skills -- what's left of those legal skills. I don't want to tell you a story. I want to make a case. I want to make a hard-headed, evidence-based, dare I say lawyerly case, for rethinking how we run our businesses. So, ladies and gentlemen of the jury, take a look at this. This is called the candle problem. Some of you might know it. It's created in 1945 by a psychologist named Karl Duncker. He created this experiment that is used in many other experiments in behavioral science. And here's how it works. Suppose I'm the experimenter. I bring you into a room. I give you a candle,

some thumbtacks and some matches. And I say to you, "Your job is to attach the candle to the wall so the wax doesn't drip onto the table." Now what would you do? Many people begin trying to thumbtack the candle to the wall. Doesn't work. I saw somebody kind of make the motion over here -- some people have a great idea where they light the match, melt the side of the candle, try to adhere it to the wall. It's an awesome idea. Doesn't work. And eventually, after five or ten minutes, most people figure out the solution, which you can see here. The key is to overcome what's called functional fixedness. You look at that box and you see it only as a receptacle for the tacks. But it can also have this other function, as a platform for the candle. The candle problem. I want to tell you about an experiment

using the candle problem, done by a scientist named Sam Glucksberg, who is now at Princeton University, US. This shows the power of incentives. He gathered his participants and said: "I'm going to time you, how quickly you can solve this problem." To one group he said, "I'm going to time you to establish norms, averages for how long it typically takes someone to solve this sort of problem." To the second group he offered rewards. He said, "If you're in the top 25% of the fastest times, you get five dollars. If you're the fastest of everyone we're testing here today, you get 20 dollars." Now this is several years ago, adjusted for inflation, it's a decent sum of money for a few minutes of work. It's a nice motivator. Question: How much faster did this group solve the problem? Answer:

It took them, on average, three and a half minutes longer. 3.5 min longer. This makes no sense,

right? I mean, I'm an American. I believe in free markets. That's not how it's supposed to work, right?

If you want people to perform better, you reward them. Right? Bonuses, commissions, their own reality show. Incentivize them. That's how business works. But that's not happening here. You've got an incentive designed to sharpen thinking and accelerate creativity, and it does just the opposite. It dulls thinking and blocks creativity. What's interesting about this experiment is that it's not an aberration. This has been replicated over and over again for nearly 40 years. These contingent motivators --

if you do this, then you get that -- work in some circumstances. But for a lot of tasks, they actually either don't work or, often, they do harm. This is one of the most robust findings in social science, and also one of the most ignored. I spent the last couple of years looking at the science of human motivation, particularly the dynamics of extrinsic motivators and intrinsic motivators. And I'm telling you, it's not even close. If you look at the science, there is a mismatch between what science knows and what business does. What's alarming here is that our business operating system -- think of the set of assumptions and protocols beneath our businesses, how we motivate people, how we apply our human resources-- it's built entirely around these extrinsic motivators,

around carrots and sticks. That's actually fine for many kinds of 20th century tasks. But for 21st century tasks, that mechanistic, reward-and-punishment approach doesn't work, often doesn't work, and often does harm. Let me show you. Glucksberg did another similar experiment, he presented the problem in a slightly different way, like this up here. Attach the candle to the wall so the wax doesn't drip onto the table. Same deal. You: we're timing for norms. You: we're incentivizing. What happened this time? This time, the incentivized group kicked the other group's butt. Why? Because when the tacks are out of the box, it's pretty easy isn't it?

If-then rewards work really well for those sorts of tasks,

where there is a simple set of rules and a clear destination to go to. Rewards, by their very nature, narrow our focus, concentrate the mind; that's why they work in so many cases. So, for tasks like this, a narrow focus, where you just see the goal right there, zoom straight ahead to it, they work really well. But for the real candle problem, you don't want to be looking like this. The solution is on the periphery. You want to be looking around. That reward actually narrows our focus and restricts our possibility. Let me tell you why this is so important. In western Europe, in many parts of Asia, in North America, in Australia, white-collar workers are doing less of this kind of work, and more of this kind of work. That routine, rule-based, left-brain work -- certain kinds of accounting, financial analysis,

computer programming -- has become fairly easy to outsource, fairly easy to automate. Software can do it faster. Low-cost providers can do it cheaper. So what really matters are the more right-brained creative, conceptual kinds of abilities. Think about your own work. Think about your own work. Are the problems that you face, or even the problems we've been talking about here, do they have a clear set of rules, and a single solution? No. The rules are mystifying. The solution, if it exists at all, is surprising and not obvious. Everybody in this room is dealing with their own version of the candle problem. And for candle problems of any kind, in any field, those if-then rewards, the things around which we've built so many of our businesses, don't work!

It makes me crazy. And here's the thing. This is not a feeling. Okay? I'm a lawyer; I don't believe in feelings. This is not a philosophy. I'm an American; I don't believe in philosophy.

This is a fact -- or, as we say in my hometown of Washington, D.C., a true fact.

Let me give you an example. Let me marshal the evidence here. I'm not telling a story, I'm making a case. Ladies and gentlemen of the jury, some evidence: Dan Ariely, one of the great economists of our time, he and three colleagues did a study of some MIT students. They gave these MIT students a bunch of games,

games that involved creativity, and motor skills, and concentration. And they offered them, for performance, three levels of rewards: small reward, medium reward, large reward. If you do really well you get the large reward, on down. What happened? As long as the task involved only mechanical skill bonuses worked as they would be expected: the higher the pay, the better the performance. Okay? But once the task called for even rudimentary cognitive skill, a larger reward led to poorer performance. Then they said, "Let's see if there's any cultural bias here. Let's go to Madurai, India and test it." Standard of living is lower. In Madurai, a reward that is modest in North American standards, is more meaningful there. Same deal. A bunch of games,

three levels of rewards. What happens? People offered the medium level of rewards did no better than people offered the small rewards. But this time, people offered the highest rewards, they did the worst of all. In eight of the nine tasks we examined across three experiments, higher incentives led to worse performance. Is this some kind of touchy-feely socialist conspiracy going on here? No, these are economists from MIT, from Carnegie Mellon, from the University of Chicago. Do you know who sponsored this research? The Federal Reserve Bank of the United States. That's the American experience. Let's go across the pond to the London School of Economics, LSE, London School of Economics, alma mater of eleven Nobel Laureates in economics. Training ground for great

economic thinkers like George Soros, and Friedrich Hayek, and Mick Jagger.

Last month, just last month, economists at LSE looked at 51 studies of pay-for-performance plans, inside of companies. Here's what they said: "We find that financial incentives can result in a negative impact on overall performance." There is a mismatch between what science knows and what business does. And what worries me, as we stand here in the rubble of the economic collapse, is that too many organizations are making their decisions, their policies about talent and people, based on assumptions that are outdated, unexamined, and rooted more in folklore than in science. And if we really want to get

out of this economic mess, if we really want high performance on those definitional tasks of the 21st century, the solution is not to do more of the wrong things, to entice people with a sweeter carrot, or threaten them with a sharper stick. We need a whole new approach. The good news is that the scientists who've been studying motivation have given us this new approach. It's built much more around intrinsic motivation. Around the desire to do things because they matter, because we like it, they're interesting, or part of something important. And to my mind, that new operating system for our businesses revolves around three elements: autonomy, mastery and purpose. Autonomy: the urge to direct our own lives. Mastery: the desire to get better and better at something that matters. Purpose: the yearning to do what we do

in the service of something larger than ourselves. These are the building blocks of an entirely new operating system for our businesses. I want to talk today only about autonomy. In the 20th century, we came up with this idea of management. Management did not emanate from nature. Management is not a tree, it's a television set. Somebody invented it. It doesn't mean it's going to work forever. Management is great. Traditional notions of management are great if you want compliance. But if you want engagement, self-direction works better. Some examples of some kind of radical notions of self-direction. You don't see a lot of it, but you see the first stirrings of something really interesting going on, what it means is paying people adequately and fairly, absolutely --

getting the issue of money off the table, and then giving people lots of autonomy. Some examples. How many of you have heard of the company Atlassian? It looks like less than half.

Atlassian is an Australian software company. And they do something incredibly cool. A few times a year they tell their engineers, "Go for the next 24 hours and work on anything you want, as long as it's not part of your regular job. Work on anything you want." Engineers use this time to come up with a cool patch for code, come up with an elegant hack. Then they present all of the stuff that they've developed to their teammates, to the rest of the company, in this wild and woolly all-hands meeting at the end of the day. Being Australians, everybody has a beer.

They call them FedEx Days. Why? Because you have to deliver something overnight. It's pretty; not bad. It's a huge trademark violation, but it's pretty clever.

That one day of intense autonomy has produced a whole array of software fixes that might never have existed. It's worked so well that Atlassian has taken it to the next level with 20% time -- done, famously, at Google -- where engineers can spend 20% of their time working on anything they want. They have autonomy over their time, their task, their team, their technique. Radical amounts of autonomy. And at Google, as many of you know, about half of the new products in a typical year are birthed during that 20% time: things like Gmail, Orkut, Google News.

Let me give you an even more radical example of it: something called the Results Only Work Environment, created by two American consultants, in place at a dozen companies around North America. In a ROWE people don't have schedules. They show up when they want. They don't have to be in the office at a certain time, or any time. They just have to get their work done. How they do it, when they do it, where they do it, is totally up to them. Meetings in these kinds of environments are optional. What happens? Almost across the board, productivity goes up, worker engagement goes up, worker satisfaction goes up, turnover goes down. Autonomy, mastery and purpose, the building blocks of a new way of doing things. Some of you might look at this and say, "Hmm, that sounds nice, but it's Utopian."

And I say, "Nope. I have proof." The mid-1990s, Microsoft started an encyclopedia called Encarta. They had deployed all the right incentives, They paid professionals to write and edit thousands of articles. Well-compensated managers oversaw the whole thing to make sure it came in on budget and on time. A few years later, another encyclopedia got started. Different model, right? Do it for fun. No one gets paid a cent, or a euro or a yen. Do it because you like to do it. Just 10 years ago, if you had gone to an economist, anywhere, "Hey, I've got these two different models for creating an encyclopedia. If they went head to head, who would win?" 10 years ago you could not have found a single sober economist anywhere on planet Earth

who would have predicted the Wikipedia model. This is the titanic battle between these two approaches. This is the Ali-Frazier of motivation, right? This is the Thrilla in Manila. Intrinsic motivators versus extrinsic motivators. Autonomy, mastery and purpose, versus carrot and sticks, and who wins? Intrinsic motivation, autonomy, mastery and purpose, in a knockout. Let me wrap up. There is a mismatch between what science knows and what business does. Here is what science knows. One: Those 20th century rewards, those motivators we think are a natural part of business, do work, but only in a surprisingly narrow band of circumstances. Two: Those if-then rewards often destroy creativity. Three: The secret to high performance isn't rewards and punishments, but that

unseen intrinsic drive--

the drive to do things for their own sake. The drive to do things cause they matter. And here's the best part. We already know this. The science confirms what we know in our hearts. So, if we repair this mismatch between science and business, if we bring our motivation, notions of motivation into the 21st century, if we get past this lazy, dangerous, ideology of carrots and sticks, we can strengthen our businesses, we can solve a lot of those candle problems, and maybe, maybe -- we can change the world. I rest my case.

The science of getting motivated _ Ayelet Fishbach Transcriber: Sigal Maya Reviewer: Emma Gon
A good friend has recently shared that she's feeling tired like really tired. Not I did not get enough sleep tired, but something deeper than that. She said she feels, and I'm quoting, "As if I have lost my motivation."

because she's so clearly dedicated to her job and conducts herself with professionalism and kindness. She's a wonderful parent who cares for her children, and she's very responsible when it gets to finance and health. She is not alone in feeling unmotivated. Millennial and Gen Z employees tell me that they feel uninspired at work. Some admit that they just don't care. Half of American employees are currently looking for a different job. Think about that.

All their employees tell me that they can't wait to retire. And when I ask about life at home, people say that they struggle with their finances and health, do you? The national data suggest that chronic diseases such as diabetes and heart disease are on the rise. The median American family has only a bit over \$5,000 in savings, barely enough to pay next month's rent. Did America lose its motivation? Audience: Yes. Well, the answer is no. Turns out you cannot lose your motivation because you never owned it in the first place.

Motivation and that shouldnt surprise you, isnt your car key or wallet. So what is it? Well, motivation is not about being strong, it's about being wise. Let me explain. You may think of

motivation as a muscle, thinking some people have strong motivation muscles, others are weak. But this is not a good metaphor. Motivation is knowledge. You learn how to be motivated. And so today I would like to help each of you, and America, become wiser, so that you are more motivated and hence better able to achieve your goals, your dreams, your aspirations. And given what the world has been throwing at you, that might be a good time to refresh your knowledge. To be motivated, you either change the situation or the way you think about the situation. This is the science in one sentence. You change the circumstances or the way you think about the circumstances. So if you want to be more physically active,

there is no point in yelling at yourself, "Ayelet, you should walk more." Instead, I got a puppy. She loves long walks. Your journey starts with setting a goal. My friend wanted to be motivated at work, so she identified a project she wanted to complete. That was a goal and it's a good motivation strategy, goals pull you. The problem: my friend identified a project she wished she had already completed, not something she was looking forward to doing. If you ever set a goal you wish you had already completed, but had less interest in actually completing? Most goals are abandoned because we want to be the person who has done it, not the person who is currently doing it. When we are excited about doing the work, we are intrinsically motivated. We care about the way almost as much as we are looking forward to the destination.

In our research, we found that most goals are abandoned not because they are not important, okay? People actually are not more likely to adhere to their important compared to unimportant goals. Most goals are abandoned because people don't enjoy pursuing, and your enjoyment is what predicts whether you will stick with the goal. So what makes goals exciting? Exciting goals are never a chore or a mean. Ever wondered why Chicago diners would circle the block for 30 minutes looking for free parking, but will not think twice before spending the money they have just saved on parking, on ordering another cocktail?

Why pay for drinks and not for parking? Well, we don't like to pay for parking or shipping. Students don't like to study for prerequisite classes

because all these are means, we don't like to invest in means. We did a study that showed us just how much you dislike to invest in means. In our study, we auctioned a book for some people, and then we auction the University of Chicago tote bag to other people. The average person was willing to pay \$23 for the book, but only \$12 for the tote bag. The catch? The tote bag contained the book and people knew it. Why would the people that were bidding on a tote bag that contain a book be willing to pay less? Well, we don't like to invest in means. Okay, so you set a goal that is intrinsically motivated. You are excited about the way just as much as you want to reach the destination. A couple of weeks passed and you have not been doing much lately. It has now been 4 or 6 months

and your motivation is on the decline. How do you sustain your motivation? How do you get from here to there? Well, motivation is going to be high when we just start on something and towards the end, but it will decline in the middle. We call it the middle problem. My friend might start a project with much enthusiasm, then her motivation will decline. Toward the deadline, it will pick up again, she will regain a motivation. A few years ago, we asked people who observe the Hannukah holiday to let us know whether they were lighting the first candle on the first night, the second on the second night, the third night and so on until the eighth night. As you can see, most people admitted to only

lighting the candles on the first and last night.

They were procrastinating in the middle.

The solution? Make middles short: a monthly exercise goal, a weekly exercise goal, even a daily exercise goal are easier because as the end is near, it is easier to stay motivated. If only Hanukkah was just two nights.

Another problem with middles is that you're going to experience setbacks, and when experiencing setbacks, it is natural to feel discouraged. One wise solution is to remove your ego out of the picture. It's not about it. When you remove your ego, it is easier to learn. When I was helping my ten year old son win a video game, he awarded me the title a failure expert. I love this title. Why am I a failure expert? Because I don't mind getting killed by virtual monsters. He doesn't mind seeing me getting

beaten by virtual monsters. So we can both learn. At work when you're not quite killing it, remove your ego and you will be better able to learn. Another solution is to seek discomfort, if only temporarily, instead of trying to avoid it. When you seek discomfort temporarily, you realize that you can grow yourself. That discomfort is a sign of growth. No pain, no gain is not just about the gym. It's a general wise motivation strategy. Let me tell you about a study that we conducted with Chicago's beloved improvisation club, The Second City. We worked with their training center, which is where regular people like you and me go to learn improvisation. We were specifically interested in one exercise - give focus. In this exercise, one person gets on the center of stage. Everybody else is frozen in place, okay? This person is moving around. Everybody else is watching.

We invited some people to feel awkward and uncomfortable as they went through the exercise. Others in the control group were invited to develop their skills. Who was more daring taking the stage for longer? Well, as you can see, it was the people that we invited to feel uncomfortable. In one wave of classes, asking people to feel uncomfortable doubled the time they took focus. Those people were also more daring. For example, they were dancing a little instead of just walking around. And they also reported they were growing themselves more compared to those in the control group. Okay, but here's the problem. You don't only have one goal. For my friend, the challenge was balancing between work and family. Now, if you have not experienced the work-family conflict, you either don't have a job or that you forgot that you also have a family. But it is wiser to think about

these goals as balancing each other. When my friend realized that doing well at work makes her a better family member, she was more motivated and happier to do both. Think about your cause like

dishes around the buffet table. You can create the perfect combination. It is colorful, delicious, well-balanced. Maybe you exercise on the way to work, and then maybe you listen to an audiobook while you do that. Other combinations don't work very well. They might feel like a waffle covered with pasta sauce. If you try to study for the bar exam while talking to a friend and watching TV, this is distracting. You need to find the right combination. Some people might decide to pursue one goal at a time. This is unrealistic. At least sometimes, you can't wait for retirement to start a family. So look for the right balance and harmony. Some goals, let's call them temptations,

should take less room on your plate. However, instead of trying to push them out of mind, it might be wise to anticipate them in advance. When you anticipate all the alcohol that will be served here later today, you can better control your consumption. When I anticipate that my colleague is going to be upset, I can better control my emotion in a heated debate at work. When we anticipate temptations, we are less tempted when we get there. In one study, when we reminded employees of all the times they will be tempted to take office supplies for personal use, they were less likely to do that compared to those in the control group. Anticipating temptations make you prepared and hence less tempted. All right, what about the person sitting next to you? Look at them for a second. I will be waiting here. How can that person help?

Your friends, your family, and other people that you love are critical for your motivation. They're your lighthouse and you are also important for them. Let me tell you a love story that resulted in four Nobel Prizes. When Marie met Pierre Curie, she did not only meet the love of her life, she met the person who pushed her to excel in her work on the theory of radioactivity, and who later insisted that she will be named on the joint Nobel Prize. That was her first. The second Nobel Prize, she won by herself with no man by her side.

The couple had two daughters and they wanted them to excel. Their oldest, Irene, won a Nobel Prize with her husband, as was the tradition in the Curie family. Their youngest, Eve, by far the most artistic person in the Curie family,

married someone who won the Nobel Prize and excelled in many other ways. The Curie family did not only teach us about radioactivity, they taught us the importance of feeling supported and supporting others in pursuing goals. In your life, you work with other people, maybe together you take care of your pet. You work in the presence of other people. Maybe those are the people in your gym clubs or in your book club. You hold goals for others, they hold goals for you. This might be a good time to say thank you to the person sitting next to you. I will be waiting here. Give them a pat on the shoulder.

My friend came to me not only because I am a motivation scientist, but also because I'm her friend,

and as such, I wanted her to be successful. You may wonder what happened to her. Well, she stayed at her job.

Last time I saw her, her smile seemed bigger. She did not find her motivation, she learned how to motivate yourself. And so, no America, you did not lose your motivation. Each of you is working hard, pursuing your dreams, balancing the different aspects of your life. And it is so important, especially in the world we live in today. So when you feel discouraged, when you feel unmotivated, remember, motivation is not about being strong, it is about being wise and now we are all wiser. Thank you.

The secret to changing negative self-talk by renew

have you ever thought about how much your words matter I'm a word junkie I'm fascinated by words not because of their spelling or their sound or how we use them in the English language so not because pH sounds like F not because we have to have K to spell the word knife correctly and not because we have three ways to say the word there you know they're they're over there in their chair and not because when my wife and I are cooking and she asks me to go get the Bailey's and when I come back from the liquor cabinet she directs me to the spice cabinet because she wanted Bailey's not Bailey's no not that at all to me the power of words is how they have a control and an influence in your life and mine whether spoken aloud or quietly in those private conversations that we often have with ourselves words can truly be our friends or our foe whether I'm delivering a talk of encouragement to an elementary school

whether I'm doing a sales performance workshop whether I'm talking with a CEO about the values and core values that they're bringing to their company I know the impact a single word can have the idea I'd like to share with you today is that your words matter and the words you use to speak with yourself out loud and with others can impact everything it all starts with my dad the wordsmith he loved words and was obsessively involved in completing crossword puzzles with a single rule you must complete all downwards before you start across I didn't do many crossword puzzles with my father he was also an amateur playwright and one of the plays he did the characters names in the play perfectly defined their professions the sheriff her name was Lauren order the captivating mystery novelist her name was page-turner the weather man he was from Europe his first name was Gustav Gustav wind and of course the nurse at the hospital her name was Oh philia pulse he would walk around our house

just hoping that his skills would ooze into me and continue with his legacy thanks dad I was also raised in a family that was incredibly positive and grateful why the day I was born my mother suffered a dissecting aortic aneurysm when she went in labor with me and by giving birth to me she

began a 30-day struggle to survive enduring three experimental and highly risky heart surgeries the surgeons who perform the operation on her published in the winglet of Medicine as I read she was the second woman to live past 72 hours after delivery she made a full recovery and every morning arose with a gratitude point of view a thankful and expectant life she lived for 22 years thanks mom I had no tie between my dad's wordiness and my mother's gratefulness until I was hit with my BAM moment which solidified for me how important my words were to directing my thoughts my beliefs my intentions my actions and ultimately my outcomes it's with it's with this perspective that I learned about what a BAM moment

is a BAM moment is when everything's going well in life and then all of a sudden BAM something happens in our life has changed immediately we've all had them right deadly diagnosis loss of a loved one a relationship exploding and ending a freak accident for me it was a sudden career change a job loss for after 20 years working in healthcare information technology business and after working for three years to secure extend an existing business relationship with a large client my position as vice president of client development was eliminated BAM I was scared and I was devastated so what do you do in these kinds of situations well the story continues the morning after I awoke in pounding in my head was the word strong I didn't know what it meant but I quickly reached to the bedside pad and paper and a pen and I stared at that word and in a matter of a minute I wrote stand tall remain optimistic now go for it I had no idea what that meant but I was on a mission

for that day to find something to be strong about strong for myself strong for my family and ultimately strong for my future so I went out to try to find something strong in that day the next morning I awoke at the same time with the word pounding in my head and that word was great I looked at it for a second I wrote it vertically probably the crossword puzzle thing you're with me and immediately I got get ready expect a terrific day I had no idea what that meant at that time but between my house and the grocery store there are five traffic lights two of them were left-hand turns and it's a very congested part of town I think what was great about that day was I caught five green lights in a row and I pulled into the parking lot and I got a parking space right up front and then when I got through the grocery store miraculously another cashier line was opened it didn't matter I was focused on finding something great about that day the third morning I woke up and pounding

in my head was the phrase yes I can yes I can what Bruce I don't know but it became you expect success in challenging activities now that was the day I started the resume that's the day I started opening my rolodex for my networking that was the day that I started making phone calls and started moving forward the power of our words I wrote that so this continued for 400 consecutive mornings a different word presented a different way written in the same same way so what what I learned from that is that the power of my words absolutely have an impact on everything I do however we are often taught that our word our actions speak louder than our words but what I

learned in this moment is that my words trigger everything and if I pay attention to the words I use I can more effectively drive my outcomes outcomes of my own outcomes with conversations in relationships and outcomes with especially my children okay let's go through an example you may be going through your BAM moment right

now everybody has something going on it might be catastrophic it might just be how am I going to get home and get back to work this afternoon because remember I'm a left and I don't want to be on Facebook today so I may not be here or shouldn't be here it's you we can deal with things one way or the other so let's go through the either/or example so we're faced with some sort of change okay we can look at it as can't handle another negative gut wrenching experience or we can flip that and we can say circumstances have altered now get engaged how does that vary with how we'll be dealing with whatever that thing is so we now have a framework for how to deal with this change this BAM moment however it's not that easy right because what happens mr. fear jumps in so we can look at fear either as I fail every attempt regardless or it fuels my energy and resilience the fear may not go away but how I decide to deal with it will determine my outcome okay great we've lined up the change we've kind of got

fear in the little corner here at least temporarily what about mr. confidence we can say can I or just move the eye to the other side and make the question mark an exclamation point and say I can we can do that it moves us from being cautious anxious and nervous and insecure to inspired confident affirmed and never a doubt doesn't mean we'll get there at the same tempo in a straight line it does not mean that we will get there without obstacles but it puts our mind in a place to be able to deal with that change every race has a last-lap every Symphony has the finale every author writes their last chapter so what about that last bit we've got a framed up change we've got the fear and control we believe we can but it's real easy to tighten up to get it across that finish line we can either look it as petrified under stress and helpless or we can just put up some hard work get our soft self across the goal line so what I've learned is a carefully selected word can save or change a life

can mend a broken relationship can build confidence in ourselves to be successful so I would like to leave you with a challenge a 30-day challenge I challenge you to live an inspired life how do we do that invest in your possibilities do what you can with what you have today neutralise the naysayers Einstein is quoted and I'll paraphrase as saying negativity can find a problem with every solution how about we say positivity can find a solution for every problem surround yourself with inspiration the books you read the people you surround yourself with the music you listen to because that will give you inspiration put your yes in motion start every thing with you expect success yes insist you will then do doing beats wishing do hard things if you do hard things hard things become easier to do the batteries will go low plug-in and recharge when you do you can elevate your energy you always have another level you just have to believe and finally distribute your inspiration to others

there's nothing more

contagious than inspired life your words matter thank you

The secret to self control _ Jonathan Bricker _ TE Translator: Emanuele Rossi Reviewer: TED Translators admin Let me tell you about my mom. My mom was 42 years old when I was born, and she started exercising for the first time in her life. She started by running around the block, and then she started doing 5K races, and then she started doing 10K races. And after that, she ran a marathon, and after that, my mom did a triathlon. By the time she was 57 years old, my mom was trekking uphill to the base camp of Mt. Everest.

And let me tell you about my dad.

When I was a kid, my dad used to take me to science classes. He was also my calculus teacher in high school.

I wanted to crawl under the desk.

I learned something important from my mom:

The value of health. And I learned something important from my dad: the value of science. And these two values have guided me on my trek through life, and they've helped me appreciate an epidemic that we are all facing. And it's not Ebola. Instead, it is the epidemic of unhealthy living. A half billion people worldwide are obese. And you would think that 50 years after the first U.S. Surgeon General's report on the dangers of tobacco was published we'd be beyond the problem of smoking. Today, a billion people worldwide use tobacco. Tobacco and obesity are two of the most preventable causes of premature death. Solving these problems is like trying to solve a jigsaw puzzle. We engage in unhealthy behaviors because of our genetics, because of brain neurotransmitters, because of environmental influences

such as peers and the media. Each of those pieces of the puzzle are not things that you and I can solve on our own. But there is one piece of this puzzle that may hold the key: Our choices about what we do with our cravings to engage in addictive behaviors like smoking or overeating. Our choices. There is a new science of self-control that may hold the key to reversing these epidemics. It's called willingness. Willingness means allowing your cravings to come and to go, while not acting on them by smoking or eating unhealthy. But actually, I'm not talking about willpower, and I'm not talking about "power through your cravings." Instead, I'm talking about a different notion of cravings that looks like this: dropping the struggle with your cravings. Opening up to them,

letting them be there, and making peace with them. Now at this point you may be very skeptical.

I was when I first heard about it years ago. A friend of mine came to me with a book on willingness. He said, "Jonathan, this book will change your life forever!" And I said "Oh, OK... Yeah... yeah, I'll check it out." So I went through it and thought, "Nah, this is a bunch of psycho-babble," and tossed it aside. Until some years later when my wife brought me to a workshop on willingness at the University of Washington, and I was blown away. So then I read the book, and then I read a lot of books on willingness, and I got trained in it, and what I learned was that willingness is part of acceptance in the Acceptance and Commitment Therapy

approach to behavior change. It's a broad approach to behavior change that's being used to help people with anxiety disorders, with addictions even some innovative companies are now using it to help improve their employees' performance and reduce their stress. Now, to understand why I was blown away, you have to understand the world I live in. In my research world, a common way you help people quit smoking and lose weight is you teach them to avoid their cravings. Avoid thinking about smoking, distract yourself from food cravings. There's a song from a Broadway show that captures this perfectly. It goes like this: When you start to get confused because of thoughts in your head, don't feel those feelings, hold them in instead. Turn it off like a light switch just go click. We do it all the time

when you're feeling certain feelings that just don't seem right. Treat those pesky feelings like a reading light and turn them off.

We all live in this world, where the song we keep hearing is "turn off the bad feelings." Now, let's take a look at these cookies.

They just came out of the oven ooh, they are so good! Ah, they're so delicious. Mm-mm, just feel that craving to eat those cookies. Ooh, they're lovely, they're so good. Now, turn it off!

Turn it off! You want those cookies even more now, right? You see the futility of trying to turn it off. You can't turn it off! And maybe you don't have to. Maybe, you can leave the light on.

Here is how: My research lab at the Fred Hutchinson Cancer Research Center, here in Seattle, is conducting randomized clinical trials to see if showing people how to be willing to have their cravings is effective for quitting smoking. We are conducting trials and face-to-face interventions and a telephone quit smoking hotline and a website called webquit.org and in an app called SmartQuit. These technologies have the potential to reach millions of people with interventions that could save

their lives. That's pretty amazing. And let me tell you about the data. When you pool together the results from six clinical trials, all six that have been published to date, including trials conducted by our colleagues, what we see is that for the people who were assigned to the avoidance approach - avoiding your cravings -

some of them quit smoking, and it varied depending on the study. However, for the people who were randomly assigned to the willingness condition, twice as many quit smoking. Very, very encouraging. Now, of course, the data only tell us one small part of the story. So, to help you see willingness in action, I'm going to weave together experiences I've had in counseling people for quitting smoking. And I'll together refer to them as one person that we'll just call Jane. So, as is typical of people who come in to want help for quitting smoking, Jane was a 45-year-old person who started smoking when she was a teenager. She tried to quit smoking several times and was not successful. So, she was very skeptical that anything "new" was going to be helpful to her for quitting, and yet she was really hopeful

that this time would be different. So, the first thing that I showed Jane was to be willing, that is to be aware, of her cravings in her body. So to notice where she felt cravings in her body. And what I did was I asked her to journal that, and just to track the intensity over time, and to see if she'd smoke afterwards. So in the middle of explaining this, she stops me and says, "What are you talking about? I don't have cravings, I just smoke!" So I said, "Well, why don't you try it, and we'll see what happens, and if it doesn't work, we'll try something else." So she came back a week later and she said, "You know, I've been tracking my cravings, I've been tracking them all the time. And now I can't stop thinking about smoking!

What am I supposed to do?"

Well, before I tell you my answer, let's look behind the scenes. Now, what was probably going on here was that Jane was having cravings all along, and like a lot of us, she was living on autopilot.

You wake up in the morning, you smoke a cigarette, you have a cup of coffee, you smoke a cigarette, you get in the car, you smoke a cigarette. We're often just not aware of what we think, what we feel before we act. So, my answer to Jane was to be willing, and one of the ways I showed her to do that was with an exercise called "I am having the thought". So, one of Jane's thoughts before she had a cigarette was, "I'm feeling a lot of stress right now, I really need a cigarette." So I asked her to add the phrase "I'm having the thought" like this. "I'm having the thought

that I'm feeling a lot of stress right now I really need a cigarette." Then I asked her to add the phrase "I'm noticing I'm having the thought," so "I'm noticing that I'm having the thought that I'm feeling a lot

of stress right now, I really need a cigarette." Now, we can all do an exercise like this when we have any kind of negative thought. Like for my thought that "I'm boring all of you with my talk"

and I'm having the thought that I'm boring all of you with my talk. So, what this exercise did is it gave me a little bit of space between me and my thoughts. And it's in that space that I can choose not to run off the stage in front of 1,500 people.

And the fact is we don't act on every thought we have, because if we did, we'd all be in a whole lot of trouble.

So, this was helpful to Jane, but there was something else that was really difficult for Jane. I felt a lot of compassion for her about it. That was the judgment that she felt from people when she would be outside smoking a cigarette. The criticism from her husband for being a smoker, and the self-loathing that she developed about smoking. And she dealt with this shame by having a cigarette, which gave her relief temporarily until the shame came back. So, I said to Jane, "What would it be like if we tried to honor this feeling of shame as part of the human experience? If you had a close friend who is feeling shame about smoking, I said to Jane, what would you offer this friend as words of caring and kindness, and could you then offer those words

to yourself, Jane?" And she looked up, and she had this look of this temporary respite from the shame, which made it just a little bit easier next time not to act on the craving. So, here is the secret to self-control: the secret to self-control is to give up control. Because otherwise, we get into a tug-of-war with a monster, a craving monster. And the craving monster says, "Come on, smoke a cigarette. Come on, have that cookie. Come on!" And you're on the other side saying, "No craving monster, I'm going to distract myself from you, I'm going to ignore you, no, no, no, no." And the craving monster says, "No, no, come on, you know you want it!" And you're just back here and you're going back and forth and back and forth and pretty soon the craving monster

overpowers you you have that cookie, you have that cigarette, until the craving monster comes back. And then you're in the tug-of-war again doing what we've learned how to do. Unless - unless you drop the rope. And what you discover is that if you just allow the monster to be, to occupy a space in your body, you discover in a few minutes that the craving monster is not as threatening as he appears. And sometimes, he even goes away. As we break for lunch, we're going to have choices of what to eat.

When you see them, try to be aware of the cravings in your body, try to be willing to have those cravings. See if they pass on their own. Whatever choice you make, try to bring a spirit of caring and kindness to yourself, for that is the mountain

that we are all climbing. Thank you very much.

The skill of self confidence _ Dr_ Ivan Joseph _ T Transcriber: Jaime Ochoa Reviewer: Elisabeth Buffard In my past life as a soccer coach, once you won a national championship, everyone wants to come play for you. Really not true. Once you paid them \$ 25,000 a year in scholarships, everybody wants to come play for you. And parents would always come to me and they'd say: "Okay, my son or my daughter wants to come play at your university, what is it that we have to do? You know, what are you looking for?" And being the Socratic professor that I am, I say, well, what does your son or daughter do? What do they do really well that we'd be interested in? And typically their answers are, well, they've got great vision. They're really good.

They can see the entire field. Or, my daughter is the fastest player, there's nobody that can beat her. Or, my son's got a great left-footer. Really great in the air and can hit every ball. I'm like: "Yeah, not bad; but to be quite honest with you, those are the last things I'm looking for. The most important thing? Self-confidence." Without that skill, and I use the word skill intentionally, without that skill, we are useless as a soccer player. Because when you lose sight or belief in yourself, we're done for. I use the definition of self-confidence to be the ability or the belief to believe in yourself, to accomplish any task, no matter the odds, no matter the difficulty, no matter the adversity.

The belief that you can accomplished it, self-confidence. Some of you are saying, "Great, I don't have it. I'm so shy. I'll never do that, bla, bla, bla." And you start to drag all the way down here. But, I use the word skill because I believe it can be trained. And I'll show you a couple of ways in which we do. Hopefully I won't run out of time. I don't use any slides because my speech always goes here, or here, or here. So we'll see which way we get to. The easiest way to build self-confidence: there's no magic button. I can't say: "Hey, this plane is going down, who can fly? Put your hand up." "I can, I'm confident!"

Repetition, repetition, repetition.

Right? What does Malcom Gladwell call it, the 10,000-hour rule? There's no magic button. I recruited a goalie from Colombia, South America one year. Big, tall 6'3" man. You know, he had hands like stone. I thought he was like Flipper. Everytime I threw him the ball, down, onto the ground. I was like, oh my god, we're in trouble. Simple solution: get to the wall, kick a ball against the wall and catch it. kick the ball against the wall and catch it. His goal was 350 a day for eight months. He came back, his hands were calloused, the moisture on his hands were literally gone, he is now playing in Europe. Magic? No. Repetition, repetition, repetition.

The problem is, we expect to be self-confident but we can't be unless the skill, or the task we're doing, is not novel, is not new to us. We want to be in a situation where we have so much pressure in that and what I mean, cause pressure builds diamonds, we want to be in a situation where "hey, I've done this a thousand times". I did my speech, and I practiced in front of a mirror: bla, bla, bla, bla, bla, bla. Hey I'm sounding good. And then I went in front of my kids, and my wife. I said, oh gosh, I got a little nervous. Then I'd get in front of Glenn Gould, Oh my goodness, I am a little more nervous! By the time I get to the ACG, where 2,500 people, can't say anymore, right?

Twenty-five hundred people, where twenty-five hundred people are there, I won't have a single ounce of nervousness because of my ability to practice. Right? Over, and over, and over, again. The problem with repetition is: how many of us bail after the first bit of failure? How many of us bail after the first bit of adversity? Edison was on that video, and it depends who you ask, there's anywhere from 1,000 to 10,000 tries to build that light bulb. 1,000 to 10,000. J.K Rowling should be on that video. Do you know how many publishers she took her Harry Potter book to? I believe the number was 12 or 13... I am pretty confident but after two or three noes I'd be like: "damn it!". After six or seven,

I'm like: "maybe not!" Definitely after nine or ten I'd be looking to be a soccer coach or something else besides an author.

Right? I mean, twelve times somebody said no. But, practice, practice, practice, and do not accept failure. Maybe it shouldn't be repetition, maybe the answer should be persistence. Because we all repeat something but very few of us really will persist. So that's one way to build self-confidence. Get out there. Do what you want to do and do not accept no. The other one is self-talk. We all have a self-talk tape that plays in our head. Anybody go shopping and put on a pair of pants this week? If you're a woman, the first thing that always comes: "damn I look fat in these pants!."

And if you're a man, it's the opposite: "Oh god, I got no muscle, I'm so flabby!" Right? We all have this tape that plays in our head. As a student, if they asked me the question, it was like: "Oh, gee please professor don't pick me, I don't know the answer." I'd look down. Right? If you're in the b...when I, let me tell you something, and the VP of business adminis. here, I shouldn't repeat this, but when they hired me as an Athletics director, I sat in an architect's meeting, and I am as dumb as a post when it comes to anything to do with numbers and angles. And they are like: the fundibulator valve of the architectural, uh, what do you think doctor Joseph? Uh, let me look into that for you

and get back to you.

Right? I was in a, oh god god, please don't ask me, please don't ask me. We all have this negative

self-talk that goes in our head. Guess what? There's enough people that are telling us we can't do it. That we're not good enough. Why do we want to tell ourselves that? We know for a fact that thoughts influence actions. We saw it there with the video Sheldon, Dr. Levy showed. We know that our thoughts influence actions, why do we want to say that negative self-talk to ourselves? We need to get our own self-affirmations. Muhammad Ali, what was his self-affirmation? I am the greatest! Who else is going to tell you? There need to be quiet

moments in your bedroom, quiet moments when you're brushing your teeth. That we need to reaffirm: "I am the captain of my ship and the master of my fate!" That is my affirmation. I came from a school of one thousand people, I lived in a town of one thousand people for fifteen years; there's no reason that I should be in charge of an Athletics department, building maple leaf gardens. But I am the captain of my ship and the master of my fate. If I don't say it, if I don't believe it, no one else will. How do you build self-confidence? Get away from the people who will tear you down. There's enough of that. Muhammad Ali, I am the greatest! There is no one better than me. There's a difference between hubris, and ego, and false pride.

It's just reminding yourself in quiet silent moments, I put it down on a list, it's right beside my mirror, right? about all the things that make me who I am. Because I make enough mistakes, and the newspapers will recognize it, and people around me will recognize it; and they'll tear me down, and pretty soon I'll begin to believe it. There was a time when my confidence was really low. There was a time when I took this job when I came from Iowa, I don't know if I could do it. I had to bring out my self-confidence letter. A letter I wrote to myself when I was feeling good. Ivan, congratulations on getting your PhD before 40. Congra...I am 40, under.

Congratulations on winning a national championship. Good job on raising three good kids and marrying the right woman. I wrote a letter to myself, it was my own brag sheet. My own letter about the things I was proud of. Because there are moments, and we'll all experience them in our career, in our lives, in our job hunting, in our relationships; when we are not feeling good about who, and what, and where we are. And I had to bring out that letter and read it time and time again, for a period of about two weeks, to weather me through that storm. It was important. Stop the self-talk, the negative self-talk. If you watch you'll see some athletes that have a little bandage, or a little brand around them. Lance Armstrong is a perfect one. What's his self-affirmation?

Livestrong isn't a brand, it was to remind him of who he was. Live strong. Then it became a brand. He would move that from one arm to the next arm, when doubt and fear came into his mind. Live strong, put it on there, let's go. We'll all have it, we place it. Two ways to build self-confidence. I'm worried about my time I'm gonna tell you of one way you can build self-confidence in others. We are coaches and educators, we are teachers, we are people who will create value in the world; and in

doing that, we are critical by the nature of what we do. I am a coach, I want you to score a goal. The ball went over high. "Dang it!" The ball went high! "Thank you coach, I know that. Feedback tells me that." So what do we do?

I need you to put your elbow here, I need you to put your knee over the ball, I need you to follow through. Boom. Land. Great. Notice, I never made it as a professional.

What can we do? We fix mistakes. When I'm fixing that mistake: "Johnny, this is terrible, you need to bend your knee, you need to do this, this." What have I done to Johnny's self-confidence? Bend your knee, then do this, then do this. Next thing you know, Johnny's crushed. Ignore what Johnny does wrong and find Bob or Sally or Freda over here. Great goal Freda, I love how you kept your knee low, you followed through, and you landed like this.

Great job! Johnny: "Oh?" Great! Johnny's not demoralized. His confidence isn't shot, and what I've done is, I've built up Freda's. Imagine how we could change the way we parented kids. Instead of: "get that glass off the counter, what's wrong with you?"

If we catch the mother, good. Great job! Great job. Thank you Alice for taking your glass to the counter. It sounds simple but we forget about it. Or as educators, or as somebody as a team, if we manage to praise the positive behaviour that we wanted to reinforce. We forget it. It sounds so simple. Catch them when they're good. We forget it. It's simple.

Here's what they did. There was a study in Kansas that did this. They did video, and we all do video. And we show the video of them doing the run of the play: "Um, this goal happened because the basket wasn't protected, we didn't rotate here, right? We needed to do this and then cover the slot." And, if that's the baseline, improvement of the Kansas State team went like this. Then, they said they ignored all of that and they just showed them the times they did it right. The times they did it perfect. That presented no goals, spoke to the same points, improvement went like that. It changed and revolutionized the way we as coaches interact with our student athletes. We can apply that to the business world, we can apply that to our student group works,

we can apply that to our management teams. Easily: catch them when they are good. Last and certainly not least. My son is really good at this. Self-confident people interpret feedback the way they choose to. I ask my son who is by the far a terrible, terrible athlete, gets it from his dad.

The game's... How's the game? Oh great! I scored three goals, I got two assists. I'm like: "I did not see him touch the puck!" But he has his own perception of how he did!

I love it!

Right? I'm the...I'm that guy! I'm like: "I remember when I was taking when I met my wife, it was in the commons. "Paulie, would you like

to go to the movies? Ladies? Tingly, tingly, tingle."

And she goes: "Ah, no." I asked her again. Cause I think that she just hasn't seen me in the right light.

Maybe, that's not the wrong shirt on. Right? Cause I'm interpreting that the way I want to interpret it. Finally I asked her out again. She gave me this one comment, right? Or, she sent it to her friend. Cause that's the way you did it back then. "She wouldn't date you unless there was the last person on Earth, hell was freezing over, there was a small chance we had to save the planet Earth. Some people, it's like, there's no chance. I'm like: "You're saying there's a chance."

Right? Because that's how I'm gonna interpret it. If I could give you one thing to take from this, it is: no one will believe in you unless you do. Listen to the words of that video, here's to the crazy ones, the misfits, the rebels, the troublemakers, the round pegs in the square holes. We're supposed to be different, folks. And when people look at us, believe in yourself. Thank you.

The story of faith _ Kavyal Sedanni _ TEDxICTMumba

foreign I think of myself as a very ordinary girl with extraordinary faith and faith to me means knowing that I am not alone it means knowing that I'm always taken care of no matter how dark the situation looks it means knowing that life has a bigger plan for me and I'm not in control alone it also means understanding that I am special as you are and I have a purpose as you have even though I may have no idea of what the purpose is right now there are two parts to this story part one is you knowing that Faith Works for everybody no matter how much you think you are unlucky and the second part being the magic that you can create in your life once you know how to use this tool

of faith I had a lot of troubles in my in my entire life I was this dark overweight girl below average intelligence failed math all my life at the age of 32 I found out I have a learning disability called dyscalculia I was blessed with a learning disability and I was also blessed with a surname called hathi which means the elephant now you know what happens in school if you walk in with a surname like hati right I was royally royally bullied failed maths all my life inappropriately touched slash sexually abused multiple times in my life rejected by all the boys I fell in love with nobody wanted me I had a manglik yoga in my horoscope now for all those of you who don't know what the

word manglik means it basically means that you're a difficult person with a short fuse and is going to have difficulty getting married for people who understand it the expression on their faces is pure

I got married at 20. depression found me between 20 and 24. there was severe financial difficulties I had two miscarriages very often in my life I felt like what's the whole point let's just end this misery so it didn't exactly sound like a lot of luck did it it sounded like a mess now every time I would fail I would suffer I'd lose a job I'd have a breakup I'd lose a child after the suffering and crying and Rhoda dhona and after getting tired of if I would look up and tell him and I had this visual of somebody sitting up there with popcorn and a Diet Coke telling me just testing you sweetie sweetie it wasn't fun really now you know these gods are very snobbish they don't talk to you directly they're VIPs so they talk to you through people mind spoke to me a lot through books because the people didn't want to talk to me one day I read something that

changed my whole trauma story for me it just changed everything the words read this didn't happen to you this happened for you what's this trying to teach you okay wait what does that mean does that mean that the gods were doing me a favor does that mean that my trauma is trying to make me understand something does it mean that the rejections happened for me the sexual assaults happened for me like I was supposed to have fun with that the Depression was for me that doesn't make sense how could this teach me anything if anything it'll teach me you're a and that you hate me it's teaching me that marriages don't work like people don't care but that was not my lesson that was my pain talking we got to wait we got to wait till the pain subsides the wisdom comes when the pain subsides

you know it's like this you can only see the stars when it's dark you can't see the stars in the light all of these abuse all of this depression there was a lot that it taught me the abuse and the depression together taught me that I'm not the victim alone I needed to get out of my self-victimization zone because every man and woman I had met or known had gone through similar stuff it taught me that I need to be more sensitive towards all life forms in fact it connected me further to a lot of people my rejections taught me to not need a man's validation it taught me that if you were a person who judged me by the size of my hips or by the color of my skin you were not the right person for me my rejections gave me The Ultimate Gift my husband he was the only guy who said yeah I

think I could do with you he's right here I've been married to him for 21 years my financial difficulties taught me that I am capable of much more than I give myself credit for that my lack of marks cannot decide how much money I can make or how successful I will be I will decide that the difficulties in my marriage taught me that marriages are not easy people are not Saints also the fact that we are not entitled to love we need to work for it every single day my miscarriages well that brought out a completely different side of me that I didn't know existed I was the bloody who needed to be rescued

the miscarriages brought out the Tigris in me I didn't even know that I had that part but you go close to harming my children and I will rip you apart with my teeth all of this

it didn't happen for the best but all of it added up it adds up for me and it adds up for you part two of the story starts now so this part of the story actually taught me that life is Magic and I am the magician between 20 and 24 while I was in Bangalore the only language that they spoke over there was kannada which I didn't know the only TV channel that I had access to was Star World the only TV show that I enjoyed watching was the Oprah Winfrey show and I would just look at Oprah Winfrey and I'd feel so good I'd be like oh my God I love the way she changes people's lives I love the way she touches somebody it moved me so I would watch that show on repeat okay and I'd always keep feeling it would be so amazing to have a picture with her someday it would be so amazing That Celebrity thrush which never ends I had that one on her now I'm a huge Oprah fan okay because that woman changed my

life I have an Oprah tattoo on my hand when uh I would you know keep collecting the magazines and I'd keep collecting the newspapers and my tattoos and all of that I kept telling my husband one picture I want one picture with Oprah Winfrey one picture with the way you'll change my life will change my life now my husband one of the anniversary gifts he made me this okay Photoshop I think he did a brilliant job and he wrote down somewhere I love you along with your obsession he managed to find two pictures if both of us are actually looking like we took a selfie but poor guy thought that what she's asking for she's possibly never going to get but the Law of Attraction The Law of Attraction said that if you want something you got to imagine as if you already have it okay and you got to feel happy for it so this picture stayed in my bedroom for 10 years and every night I would literally say

good night do it and sleep every morning I'd wake up and say good morning I was so excited just with the idea that if I someday got a picture with Oprah Winfrey my life would change and I was desperate to change my life in that meantime my children were two and three years old and they would look at the picture and they didn't recognize so they would ask me Mama's your best friend and I'd be like yes baby she is Oprah doesn't know that I said that she's never going to find out 10 years of this routine 10 years later Times of India says Oprah comes to India I went cuckoo so did everybody around me who knew I was such a crazy Oprah fan everybody kept calling because she's coming to India she's coming to India I said yeah yeah I know I had already become this detective Google but somehow I found everybody who could have some random connection

because now the Law of Attraction also said that whatever you want I'll give it to you you'll have to work for it okay and I went berserk I called all the high profile people I knew every Uncle who knew some Minister somebody somebody I started Twitter accounts Facebook accounts um I got in touch

with the tatas birlas and bunnies I don't know them but I wrote to all of them I'm such a big fan I'm such a big fan guess what happened nothing so I had to do more brain child brain wave of mind the most brilliant idea that I have had Aishwarya Rai was pregnant and I had just delivered aradhya Oprah and Aishwarya are friends and Aishwarya Rai was 15 minutes away from my house so I wrote to Aishwarya Rai saying Aishwarya please make me a maid in your house for one

minute I'd be a maid in your house for one minute I just want to give her a glass of water take a picture with how it will change my life you don't know how much it would mean how much Dua salaam you will get from me guess what happened nothing Oprah left Mumbai best of my faith okay and I knew that she was going to go to rishikesh for her spa and then she was going to go to Jaipur literature Festival no chance I could meet her in rishikesh because it was a private event now I'm thinking Jaipur Jaipur Jaipur Jaipur Jaipur I'm telling my husband and he is I said I don't care God has sent her so close to me my life will change if I manage a picture with how I have to go he said okay I'll come I said no no no you can't come you can't come because if you see the kind of Madness I'm capable of you will divorce me

either you don't come so then I took my mother it's too late in her life to disown me now so she came and we both went two days in advance two days in advance my mother wanted to shop and I said no we are just doing the Reiki of Jaipur we are just doing the requie of that Jaipur literature festival and she said how much you know and I would just be there in those grounds I would keep matching the number that they had given on the newspaper the ground one she's going to be here I asked every single person 200 times

foreign okay now the day that Oprah was going to come I went and I sat in those grounds at six o'clock in the morning six o'clock she was going to come at one o'clock I didn't even get up to pee I could not let go of my seat eighteen thousand people showed up it was a stampede but I had my seat there I sat through all the boarding lectures before

her because I had to get my picture with her right my life was going to change Oprah comes I have this board in my hand Oprah I have waited 10 years for one minute of your time but a little advance to this you know this was a miracle moment in my life it was actually magic where because it was 100 confirmed that the next guest was Oprah and I was you know how when you're nervous your body shakes like this right you can't sit still and I was crying and crying and crying it was surreal for me I was crying so much I could not see what's happening in front of me man the tears wouldn't stop and the host over there now Oprah is standing here behind the curtain and he says put your hands together for Oprah Winfrey and I stand up on the chair with the board Okay so screaming all open now when you do IPL match one person scream Sachin Sachin everybody scream Sachin Sachin

but in front of me is the king of Jaipur udaipur the people behind me are the Ambani is that good looking woman over there is the princess of Nepal now all of these people are sophisticated VIPs nobody screamed I made an ass out of myself but I did hear a lot of whistling and I did hear a lot of click click click click click click in five seconds my mother pulls my jacket and she says it means sit down she's not here I'm like what is all of this clicking for that and they're all clicking me too late I already made an ass out of myself now she walks in and she does her name is Namaste everybody she asked me to sit down I don't sit down

and then she takes the mic and she says girl I see you sit down

and I cried some more

anyway she did that whole lecture she got up though I knew exactly where her vanity van was I knew exactly where the security guards were I had kepta in my hand to give it to anybody who blocked my way because I had to get through I had to get my picture the people the security people yeah they took the 500 but this didn't let me in I had to break the damn security chain of the police thinking I'm going to make it but there comes a danda and hit me on my right shoulder after 10 years this guy still hurts in Winters and I just screamed out now Oprah turns around and she does this and she's just telling me go like they are hitting you you go and first of all I was in so much pain with the damnedender and then Oprah asked me to go

I collapsed on the floor crying like absolutely crying I couldn't stop because my photograph how the hell am I going to get my photograph my life won't change now when you're in India and you cry like that on the road the Indians now they stay away from you and watch you like that they don't come close okay the foreigners some of them came one tall guy one Fair girl and they said what happened you're in the middle of the road get up get up and they picked me up and they give me a glass of water and they're being gentle and nice and kind now when your heart is broken anybody who comes to give you some Solace you will give them a hug I completely just surrendered and I told them the whole damn story okay all right come to meet Oprah Winfrey I waited so long life long dream not happening

I said it's okay it's okay anyway they calmed me down I went back very dejected walking whole night I cried the whole night seven o'clock in the morning I get these frantic calls from people and they're telling me a congratulations yeah congratulations congratulations and I'm like yeah congratulations what I mean what for do you know what kind of a pathetic day I've had bloody I've just been beaten up by the police what congratulations newspaper and they said no no go get the papers I go down in this groggy state it was a you know like a small tiny little hotel and I go down with my eyes swollen and I said by your paper foreign he looks at the papers and he looks at me and he looks at the

second paper and he looks at me and he looks at the third paper and he looks at me like they were

I asked for a picture with Oprah Winfrey the next day there were seven leading newspapers with my picture and Oprah Winfrey together now I'm looking up at the dude there and I'm like this is not how I wanted the picture but okay something worked something worked I asked for one picture you gave me seven okay okay wait wait wait wait revision go back to the drawing board lack of clarity dude lack of clarity cool let's redo this thing now I want to speak to her I want to be on her show I called my husband and I'm like you know this happened and he's saying okay good are you happy I said no I want to be on our show what do you think his reaction was he's telling me and I'm like no this worked that means something can be better something else can work too and I want to be on her show I want to speak to her because why

not 13th of January I placed an order again I want to be on the Oprah Winfrey show I want to talk to Oprah Winfrey this time 13th of March I get a phone call sing hello koval hi this is Megan I'm calling you from the Oprah Winfrey Network it was impossible I thought it was one of my friends with a bad accent trying to prank me and I literally in my typical style said okay they called again and she said don't hang up koval don't hang up I'm calling from the Oprah Winfrey show Oprah wants you to be on her show in my head I have all the Hindi abuses and I'm like the Oprah Winfrey show is over Madame she came to India after finishing 25

years of her show what the hell are you calling me for and she said yes you're right the Oprah Winfrey show is over but she's starting a new show called The Life Class it's the first episode and she wants you there by this time it sounded a little more serious and I'm like okay my heart is pounding and I say how did you find me and she started laughing and she said ma'am do you remember in Jaipur when you were payload like raita and you were making a mess out of yourself and you were crying and having the Meltdown do you remember those two three people who came and walked up to you I said yes I do they were from our team they were all from the Oprah Winfrey Network and they took a full recording of you going crazy in the audience and you were running and you being beaten up and then you falling on the floor and you crying and saying everything you had to and Oprah saw that

and she said bring this girl on the show I was like are you serious and she said yes very much I'm like when is the show she said 26th of March will you manage hell yes I will 26th of March that year I was on the Oprah Winfrey show and guess how long Oprah spoke to me it was a one-hour show guess how long she spoke to me how long do you think she spoke to me she spoke to me for one minute and I'm looking up and he's telling me don't look at me men enable a five minute I'm like sorry why couldn't I have asked for more why didn't I ask for more you know why I didn't ask for more he was giving me everything that I asked for just the way I asked for it he gave me every damn

thing I didn't ask for more than one minute because I believed I don't deserve more than that God gives you everything the universe

gives you everything you want depending on how much you believe you deserve that day my life changed I understood that faith is something I need to have in me I need to believe that I deserve it I need to believe that I can work for it and that it's going to come it still gives me the Goosebumps this story faith is not something that you have in the gurus and in the gods faith is you knowing that you are enough that you are adequate for every situation you know every vvip I reached out to saying please help please help please help they all said of course of course anything for you but didn't even move a finger I manage this whole journey all by myself just the way you can that day I learned we need to have more faith in how much we deserve and then we got to wait for it we got to wait what is it that Faith needs from us Faith needs Clarity

tell me what do you want second it needs a belief that you are deserving of it third it needs you to work for it Go the extra mile make an ass out of yourself but get it and then wait patiently because it is going to come to you faith is choosing one positive thought now one positive thought is like a little drop of oil on a Teflon pan it just doesn't stick one negative thought is like velcro tiny it's hard to take out of your head you choosing that positive thought over and over and over and over till it becomes your reality without a doubt is faith you know faith is very often like a blessing to the foolish and a curse to the intelligent because the intelligent no they just can't wrap their head around a belief they always keep asking but who but how but why but when are they what are you talking how and Faith tells you drop the how drop the how

it's not your job to know how and who and when and where you just do what you do best and keep doing it because this is all happening for you and that you are enough

The surprising secret to speaking with confidence Translator: Angelica Teal Reviewer: Denise RQ It is this moment, isn't it? I'm looking at you, and you look like a really nice bunch. There's been such great energy. I was sitting here for five minutes, and it just feels great in this room. You look really friendly enough, so thank you! You are looking a bit unsure in a voice coach. Don't worry, it's going to be fine. And I can see a couple of really brainy TED faces there. There's going to be a few ideas, too. But it's this moment, when eyes, our worlds, are colliding right now. You are looking at me, I am looking at you, and it hits my brain with the feeling of adrenaline; accelerating molecules, you might say. Different people deal with this moment differently.

Some of us go, "Hey!", you know? There are people who are confident, they cope with this moment totally fine. Then there are other people not so confident, and it stops them from speaking this moment; It makes them feel anxious, that maybe they are not up to it. That is not the case. Actually,

all of us have confidence within. What I want to talk about today is the idea that we can find more confidence within us if we know where to look. Where do we look? We go within. We look under the bonnet. That's where we are going next. And the reason I want to talk about this is because, many years ago, I stood in front of an audience this big - bigger - at Central Hall, which is by the Houses of Parliament, a really big Methodist space. I was super excited about that moment

because I knew that it was my big moment as a rookie voice coach, and I was going to be able to speak. I stepped up in front of that audience, and what happened was everything that could possibly go wrong did. I went too fast, I lost my words. It felt like such a horrible experience. And just as I thought it couldn't go any worse, the microphone broke. I looked out across the room, and I said in my big voice coach voice, - there wasn't so much wind at the time, I have to say -

I said in my big voice coach voice, "Can you hear me at the back?" And someone said, "Speak up!" I felt this feeling of absolute shame. That feeling of an audience looking at you, and a feeling of judgment which cripples us. I left that venue, and I thought to myself, "Never again." Clearly that didn't work

because I am here. I also thought I am going to do it differently next time. I will make sure that next time I stand up to speak, it feels good. Where I had to go was within. We live in a really visual culture. We spend a lot of time - if you think about two worlds - we spend a lot of time thinking about the outside. Maybe especially for women. Actually, confidence doesn't exist on the outside; It exists within, in the visceral stuff, in the bits within you that we don't see. We are going to go to those bits. When I was thinking about this idea three months ago, when I was asked to do it, I started to feel nervous about this moment, I started to think about a quote the director Peter Brook had said which is that we open new drawers in the self. I started to think

about a chest of drawers. Then I came across this really cool maker called George McCallum, who is actually sitting there. I said to George, "Can you make me a chest of drawers? And he did. You might be wondering what this object is. And what this object is here is what George made. But when you ask a maker to make a chest of drawers, they don't always do what you think they are going to do. Do you want to see what he did?

Yeah! Thanks George. Best response of the morning. Upstaged by the furniture.

Within this little chest of drawers, this rather big, manly chest of drawers, are three secrets to finding confidence within. Three lessons I had to learn on the way.

There is a big lesson in here. The last lesson is the big one. We are going to get there, and it's not

what you might think. It's a lesson that might surprise you. But first, would you like to see inside the first drawer? Yes! CG: It's a bit delicate this; George. So what we have in here is an instrument. Because you just been hearing the voice is the most amazing instrument. It's magnificent. How often do you think about how yours works? Because like this little guitar, it has a string, and it has a hitter. Where is the string of your voice? Can you put a hand on it? Here, give it a shake; it's your larynx. Ahhhhh... Can everyone do that for meeee? Ahhhhh! The hitter is the air. When you know that your voice is an instrument, what does that tell you?

People come to me and say, "I've a bad voice," "I am not a good speaker." "I get worried about this kind of moment." "I hate meetings," "I hate presentations," "Can't do it." The voice is an instrument. There is not such thing as a bad saxophone, is there? Because when we hear a great saxophonist, and he is probably somewhere down here, what we know is that they've practiced a lot, that not only did they have talent but also they have worked, and worked, and worked to get a great sound. If you ever doubt the sound of your voice, let me tell you all you have to do is practice. When I was worrying about that moment I am going to call my central hall of shame, because it was, what I remembered was the story of a guy in Ancient Greece called Demosthenes. There's a big old name,

so we're going to call him the Greek dude from now on, which actually is also a bit of a big word, so we might just call him Dave, I think.

Dave was speaking at the Assembly which is like the O2. We have Simon in the room. It's like the Brixton Academy of the Ancient Greek world. He was feeling pretty nervous. He wanted to be an orator. Orators were the rock stars of their day. So he geared himself up for this big moment at the Assembly, and you know what? He bombed. They said he was uncouth in his speaking, and that he stammered. So the audience jeered at him, and they threw stuff. Please don't do that today!

He left that stage feeling so downcast when he got a bit of advice from an actor. I'm sure Greek actors were

pretty much the same as they are now. I am sure the actor was a bit like this, but what he said to him was, "You need more expression in your voice. You are not giving enough welly, enough energy. You also need to believe in yourself because the message is good." Demosthenes takes himself back home, and he goes for it. This is his rocky moment. He builds himself an underground cellar. He shaves his head - half of his head - so that he can't leave the house for three months and then he practices for three months solid in front of a big shield that is polished like a mirror. When he is ready, when he is up there, he goes out. He goes to the sea, and he speaks over the waves. His voice has to boom out over the waves. Then, he goes back. He goes back to the Assembly. He speaks again,

and he becomes known as one of the greatest orators of his day. What does that tell you? It tells you about practice. The power of practice. You may not want to shave half of your head; you may not want to build an underground cellar because the council may have words, but what you can do is practice. And the simplest way to practice is to sing. You don't have to do a big, "Mamamamahh!", a voice coach warm-up - unless you want to - but what I really recommend is that everyday sing somewhere: sing in the shower, sing in the car, sing on the tube if you feel brave.

I was at St Thomas' Hospital for a blood test about two weeks ago, and there were two women singing in the space where the blood test

was happening which was lovely. So I recommend it. Singing is the way to a great voice. Practice is the way to a great instrument. That's lesson one. We have another drawer which we will open in a moment, but before we get there, I've a question. Say you walk into a room, OK? You don't know anybody. Some of you may have had that feeling this morning. How do you know who the most powerful person in the room is? The person with the most confidence, that inner confidence that we are going for here? How could you tell? How they carry themselves. That's lovely, . You are in the same space, aren't you? Because you are a singer. It is that how they carry themselves. Actually, what an actor will tell you is that is about the breath. The most powerful person in the room has the most relaxed breathing pattern.

There is a well-known scientist called Paul Eckman who looks into emotion, and he said - which would make actors laugh because it seems so straightforward to them that maybe isn't to science - that he couldn't understand why breath mattered for a long time, and his research has explored it, until he started to understand that the unconscious system-- You know I can't control my spleen. It is just doing its own thing. But I can control my breathing. And if I get into my breathing, I get into the unconscious. I calm myself down. So what's within you is the key to this relaxed, confident power. Actors know this because when actors are playing King, the King stays really still. Everybody moves around the king, and that's how you know the king is in charge. The next time you felt nervous about

something, try that; try getting still. Within your body is something that is really the king of the body. It's what the Greeks called the center of all expression. I bet that 50% of this room has never thought about it. Would you like to see what it is? Thank you, my still handsome friend. We've our lungs, don't we? We have this, which is probably not an anatomical representation of a heart, but it is nice.

But what's down here? What's this? The diaphragm? CG: Thank you very much! Diaphragm. It is indeed your diaphragm. Put your hands up if you have thought about the diaphragm recently. Put

your hands up if you thought about your diaphragm today. Thank you, singers in the room; good. Or actors, or saxophonists. Put your hands up if you haven't yet thought about your diaphragm today. Yeah, that is quite a large percentage.

So we don't think about our diaphragms, do we? But the diaphragm is the key to regulating your system. It is how you calm yourself down in that moment when you stand in front of all the eyes. It will make you feel confident when you most need it, and you'd least feel like it. I didn't know anything about my diaphragm. I'd learned about it. I knew what it was supposed to look like, but I didn't know how it felt. Then one day, I was feeling really stressed, I was breathing up in my chest. I had that kind of squeaky high-voiced adrenaline breathing up in the chest; Not good. I walked into a yoga class, and the yoga teacher said, "You look really stressed." Which is never a good start. He said, "Lie down on the floor." And he laid me down, I closed my eyes,

expecting some lovely relaxing yoga thing, and suddenly, he put a gym weight on my stomach. And he said, "Breathe, lift that." I did. I breathed in, and as I breathed in, I had to lift that gym weight with my stomach, and my diaphragm shuddered into action. Suddenly, I got it. I got how it should feel. I got that I didn't need to breathe up here anymore; that I could breathe down. I'd like to suggest that the diaphragm is the king of confidence. Should we find yours? We take a thumb-- Take your thumb and just put it below your bra strap. Yeah, that's right, sir. You got it.

That's it. With your thumb there, gently push. Lawrence Olivier, when he was taught to breathe--

Lawrence Olivier - you know, the actor? was taught to breathe by pushing a grand piano. I certainly don't have a grand piano at home. London houses don't fit them these days, do they? But we can all practice the feeling of pushing a grand piano if we breathe in and push your thumb away. Now breathe out and push back. You are filling up an air balloon in your stomach. Now, breathe in, push your thumb away. Now breathe out, push it back. Welcome to your diaphragm. If you put your hand on your ribs, your diaphragm goes all the way around. You can also fill the rib cages as you breathe in. You feel the ribs open as you breathe, and close as you breathe out. If you are ever nervous about one of these moments, do that. Your diaphragm is the key

to your confidence. So we've two lessons: we've the power of practice. we've the importance of the diaphragm. There's a third lesson which is the big one. It's the one that really makes a difference. I started to think about this lesson a couple of weeks ago actually, because someone I'd worked with wrote to me. She wrote me an email, and she said she'd been through the worst possible thing that you could imagine happening to someone. She had just got married, and was on honeymoon, when her husband had a heart attack and died. She had to go back to the church they got married in and speak a eulogy for this man. In fact, she also read a poem that she had written when they first met.

She said, "On the worst day

of my life, I had to put myself together. I had to find the energy of celebration for this man who I really loved, and the only way to do it was you taught me. The skills of breathing low and slow; taking my time, getting the control, finding the inner confidence. It was the greatest gift that I could give him." There are moments in our lives where we have to speak not because we have something to say for us but because we want to speak for someone else: a wedding, a eulogy. I would suggest that in those moments, these skills matter more than ever. What you need to know in those moments is in this drawer. It's breath. It's air. Why does air matter? It's because we breathe our thoughts. All speech is our breath.

All song is our breath. And all in breath is thought. Just put a hand back on that diaphragm for a moment, and breathe out. Then feel the breath in, and as you breathe in, think of someone you really love. If we were all to speak on that out breath, it would be full of love. Now breathe in again, and breathe in a feeling of excitement for the day that is going to come because it's going to be so good. If we were to breathe in and then speak on that feeling, then we have excitement in our voices. So you can control your voice with the idea of breath is thought. And it's in Latin, the two worlds: ancient and modern. The Romans understood this: inspiration and respiration have the same root. The Romans understood that we breathe our thoughts. Because we speak on the out-breath,

all you have to think about is the in-breath. You know, the simplest way to think about the in-breath: close your mouth. So who would have thought that the big secret I promised you was that if you want confidence in speech, all you have to do is to know when to shut your mouth.

Thank you.

The surprisingly dramatic role of nutrition in men Translator: Mayumi Oiwa-Bungard Reviewer: Queenie Lee In 1847, a physician by the name of Semmelweis advised that all physicians wash their hands before touching a pregnant woman, in order to prevent childbed fever. His research showed that you could reduce the mortality rates from septicemia, from 18% down to 2%, simply through washing your hands with chlorinated lime. His medical colleagues refused to accept that they themselves were responsible for spreading infection. Semmelweis was ridiculed by his peers, dismissed, and the criticism and backlash broke him down, and he died in an asylum, two weeks later, from septicemia, at the age of 47. What I'm going to talk about today may sound as radical

as hand-washing sounded to a mid-19th century doctor, and yet it is equally scientific. It is the simple idea that optimizing nutrition is a safe and viable way to avoid, treat, or lessen mental illness.

Nutrition matters. Poor nutrition is a significant and modifiable risk factor for the development of mental illness. According to the 2013 New Zealand Health Survey, the rates of psychiatric illnesses in children doubled over the last five years. Internationally, there's been a 3-fold increase in ADHD, a 20-fold increase in autism, and a 40-fold increase in bipolar disorder in children. And this graph here shows there's been a 4-fold increase in the number of people who are on disability as a direct consequence of an underlying psychiatric illness.

The rates of mental illness are on the rise. So how are we dealing with this problem? Currently, our healthcare system operates within a medical model. Now, this means that you would typically be offered psychiatric medications first, followed by psychological therapies, and other forms of support. Our reliance on medications as a front-line form of treatment is evident from the increasing rates of prescriptions. For example in 2012, half a million New Zealanders - that's one-eighth of us - had been prescribed an antidepressant; that's 38% higher than five years previously. Similarly, the rates of prescriptions for antipsychotics doubled, from 2006 to 2011. Given that this medical model is fairly universal across all Western societies, you would rightfully expect that it was working well.

And indeed, in some cases, these treatments save lives. And I'm not here to dismiss it altogether. However, if a treatment is truly effective, then shouldn't the rates of disorder and disability as a direct consequence of that illness be decreasing rather than increasing? That's why we need to consider the role that medications might be playing in some of these outcomes. If we take any class of medication: antipsychotics, anti-anxiety medications, antidepressants; the pattern is the same. In the short-term, these treatments are often very effective, but in the long-term, they aren't. And in some cases, they're making life worse. If we look at, for example, studies that are being done on ADHD children treated with stimulants or Ritalin, in the short-term, they are better, and responding - better responders

than any other form of treatment, but in the long-term, they fare less well than children who were never prescribed these medications. Another study showed that despite our ever-increasing reliance on antidepressants, the recovery rates and relapse rates are no better now than they were 50 years ago, prior to the advent of these medications. And children with depression who were treated with antidepressants are three times more likely to convert to bipolar disorder than children who were never given these medications. And people who were randomized to stay on their dose of antipsychotic medications are less likely to recover from schizophrenia in the long-term than people who had been randomized to a dose reduction or complete elimination of the drug. And I can show you more and more studies

all highlighting the same bleak picture. So, pretty depressing.

Is there another way forward? Almost two decades ago, my PhD supervisor at the time, Professor Bonnie Kaplan, told me about some families who were treating themselves with nutrients, in Southern Alberta, Canada. Now, they had bipolar disorder, psychosis, depression. These are serious conditions, and my education in clinical psychology had taught me that nutrition and diet were of trivial significance for mental health, and that only drugs or psychotherapy could treat these serious conditions. But she and others were publishing preliminary data in the earlier part of this century, showing people getting well and staying well. And so, I decided to study the nutrients, and that's what I've done

for the last decade. In 2009, I received some funding to run a randomized placebo-controlled trial, using minerals and vitamins, also known collectively as micronutrients, for the treatment of ADHD in adults. And this study was published in the British Journal of Psychiatry in April of this year, and here's what we found. Within just an 8-week period, twice as many people responded in the micronutrient group compared to placebo; twice as many people went into remission in their depression, in the micronutrient group. Hyperactivity and impulsivity reduced into the normal, non-clinical range, and those who were taking the micronutrients were more likely to report that their ADHD symptoms were less impairing and less interfering in their work and social relationships than people who were on the placebo. And one year later,

those people who stayed on the micronutrients maintained their changes or showed further improvement, and those who switched to medications or stopped the micronutrients actually showed worsening of their symptoms. Now, I need to tell you something here, and that is, when I say micronutrients, I'm actually referring to a dose higher than what you'd get out of a vitamin pill purchased on the supermarket. In this study, we gave participants up to 15 pills a day with 36 nutrients. So it would be unlikely that if you went and got an over-the-counter supplement, you would unlikely see these positive benefits, both because the dose is lower, and the breadth of nutrients is lower. Now, these positive benefits are not confined to a single study. My lab at the University of Canterbury is the Mental Health

and Nutrition Research Group, and we've published over 20 papers in medical journals, all documenting the benefits of micronutrients. For example, this study here showed that we could reduce the symptoms of bipolar disorder in children by 50% with a simultaneous reduction of medications. This study here showed that we could reduce rates of probable posttraumatic stress disorder from 65% down to 18%, following the Christchurch earthquakes, with a one-month intervention of micronutrients, with no change in those not taking the nutrients. Even one year later, those people who had received the nutrients were doing better than those who didn't. And we've just replicated these findings in collaboration with researchers at the University of Calgary, following the floods of June 2013, in Alberta, Canada.

To me, the message is clear, that a well-nourished body and brain is better able to withstand ongoing stress and recover from illness. Giving micronutrients in appropriate doses can be an effective and inexpensive public health intervention to improve the mental health of a population following an environmental catastrophe. In my 20-year career, I have rarely seen these dramatic responses from conventional treatments. When people get well, they get well across the board, not only in the symptoms that we treated, but also in other areas, like improved sleep, stabilization of mood, reduction in anxiety, and the reduction in need for cigarettes, cannabis, and alcohol. My research and those around the world have shown that 60 - 80% of people respond to micronutrients, showing just how powerful this intervention is.

And internationally, there have now been 20 randomized placebo-controlled trials - this is the gold standard that we use to make clinical decisions - showing that we can reduce aggression in prisoners, slow cognitive decline in the elderly, treat depression, anxiety, stress, autism, and ADHD. And, they might even be more cost-effective than current conventional treatments. This study here documented the treatment of a 10-year-old boy with psychosis. When his 6-month inpatient treatment with medications was unsuccessful, he was treated with micronutrients. Not only did the micronutrients completely eliminate his hallucinations and delusions - changes that were maintained six years later - but the cost of the treatment was less than 2% than the cost of the unsuccessful inpatient treatment.

The cost savings alone make it imperative that our society pay attention to the wider benefits of this approach. And there is more good news. Treating - Supplementing before mental illness emerges can actually stop these problems from developing in the first place. This fantastic study looked at 81 adolescents at risk for psychosis and randomized them to receive either Omega-3 fatty acids in the form of fish oils - essential nutrients for brain health - or placebo for a 12-week period. One year later, 5% of those who received the fish oil had converted to psychosis versus 28% of those on placebo. That represents an 80% reduction of the chances of you converting to psychosis, simply through giving fish oils. I wonder if I know what some of you are thinking. I wonder if some of you are thinking,

"Hold on! Why don't I just eat better?" "Why don't I just tell everyone to eat better?" And indeed, there are some fantastic studies that document the strong relationship between dietary patterns and mental health although we're still in very early days of scientific investigation. We don't know who would benefit from dietary manipulation alone, and who may need the additional boost from extra nutrients. But even in the last five years, there have been 11 epidemiological studies, cross-sectionally and longitudinally, in large populations around the world, all showing the same thing. The more you eat a prudent or Mediterranean or unprocessed type of diet, the lower your risk

for depression. And the more you eat the Western diet or processed food, the higher your risk for depression. I know of only one study

that has not found this association, and not a single study shows that the Western diet is good for our mental health.

What is the Western diet? Well, it's one that is heavily processed, high in refined grains, sugary drinks, takeaways, and low in fresh produce. And the healthy diet is one that is fresh, high in fruits and vegetables, high in fish, nuts, healthy fats, and low in processed foods. What your grandmother would recognize as food.

There are still many questions remaining about the relationship between mental health and nutrition. What role do genetics play in determining who's going to respond to nutrients, and who needs additional nutrients than what they can get out of their diet? What role does an infected, inflamed gut play in the absorption of nutrients?

It's not we are what we eat; it's we are what we absorb. And what role do medications play in determining how effective the nutrients are? Combining medications and nutrients is actually complicated, and we need more research in better understanding these interactions. But ultimately, we need to know how long these good benefits last. So with all of this data, this rich data highlighting the power of nutrition, I think we can make some individual and collective changes now. We could reconsider our current treatment approach: prioritize lifestyle factors, healthy eating, exercise, supplements, and when necessary, psychological treatments, and save medications for when these approaches don't work. If nutrients work, then shouldn't they be covered through our healthcare system?

Take universal prevention seriously by optimizing the nutrition of those who are vulnerable. We don't wait for the heart attack to hit in order for us to modify lifestyle behaviors that we know contribute to heart disease. It should be no different with mental health. An easy way to implement universal prevention would be to have pregnant women - not pregnant women: midwives tell pregnant women about the importance of nutrition. Nutrient-depleted mothers produce nutrient-depleted children. Nutrient-poor foods during pregnancy increase the chances that your child will have a mental health problem. Learn about the risks of cheap, processed foods. As Michael Pollan stated, cheap food is an illusion; there is no such thing as cheap food. The price is paid somewhere, and if it's not paid at the cash register,

then it's charged to the environment and to the public purse in the form of subsidies, and it's charged to your health. All children need to learn how to cook. All children need to know that food doesn't

have to come in a packet. Schools could reflect on the content of their lunch menus. Children are too frequently rewarded with processed foods for good behavior. We need to reflect on whether or not this pairing intuitively makes sense. Ultimately, we have a responsibility to teach them that every time they put something in their mouths, they make a choice: to eat something nourishing, or something nutritionally depleted. In the 19th century, physicians were offended when Semmelweis suggested they wash their hands before delivering babies. We are now asking them to consider whether the medications that they prescribed

are contributing to the poor long-term outcome for some people with mental illness. But eating well and when appropriate additional nutrients can improve the mental health of many people. I leave you with one last thought. Randomized trials in the 1600s showed that putting limes aboard ships headed out for long voyages completely eliminated the 40% mortality from scurvy. But it took 264 years for the British government to mandate that all ships must carry citrus for their sailors. How long will it take our society to pay attention to the research showing that suboptimal nutrition is contributing to the epidemic of mental illness? So this is my idea worth spreading: Nutrition matters, and if we're really ready to get serious about mental health, we need to get serious about the critical role played by nutrition.

Thank you.

The three secrets of resilient people _ Lucy Hone So I'd like to start if I may, by asking you some questions. If you've ever lost someone you truly love, ever had your heart broken, ever struggled through an acrimonious divorce or being the victim of infidelity, please stand up. If standing up is inaccessible to you, you can put your hand up, please stay standing and keep your hand up there. If you've ever lived through a natural disaster, been bullied, or been made redundant, stand on up. If you've ever had a miscarriage, if you've ever had an abortion or struggled through infertility, please stand up. Finally, if you or anyone you love has had to cope with mental illness, dementia, some form of physical impairment or cope with suicide, please stand up. Look around you. Adversity doesn't discriminate. If you are alive, you are going to have to or you've already had to deal with some tough times. Thank you. Everyone takes seat. I started studying resilience research a decade ago at the University of Pennsylvania in Philadelphia. It was an amazing time to be there because the professors who trained me had just picked up the contract to train all 1.1 million American soldiers to be as mentally fit as they always have been physically fit. As you can imagine, you don't get a much more skeptical, discerning audience than the American Drill Sergeants returning from Afghanistan. So for someone like me, whose main quest in life is trying to work out how we take the best of scientific findings out of academia and bring them to people in their everyday lives, it was a pretty inspiring place to be. I finished my studies in America and I returned home here to Christchurch to start my doctoral research. I'd just begun that study when the Christchurch

earthquakes hit. So I put my research on hold and I started working with my home community to help them through that terrible post-quake period. I work with all sorts of organizations, from government departments to building companies and all sorts of community groups, teaching them the ways of thinking and acting that we know boost resilience. I thought

that was my calling my moment to put all of that research to good use. But sadly, I was wrong, for my own true test came in 2014 on Queen's Birthday weekend. We and two other families had decided to go down to Lake Ohau and bike. At the last minute, my beautiful twelve-year-old daughter Abby decided to hop in the car with her best friend Ella, also 12, and Ella's mum Sally, a dear dear friend of mine. On the way down as they traveled on Thompson's track, a car sped through a stop sign, crashing into them and killing all three of them instantly. In the blink of an eye, I find myself flung to the other side of the equation, waking up with a whole new identity. Instead of being the resilience expert, suddenly I'm the grieving mother, waking up not knowing who I am, trying to wrap my head around unthinkable news. My world smashed to smithereens. Suddenly I'm the one on the end of all this expert advice and I can tell you, I didn't like what I heard one little bit. In the days after Abby died we were told we were now prime candidates for family estrangement, that we were likely to get divorced and we were at high risk of mental illness. Wow, I remember thinking, thanks for that. I thought my life was already pretty shit. Leaflets describe the five stages of grief. Anger, bargaining, denial, depression, acceptance. Victim support arrived at our door and told us that we could expect to write off the next five years to grief. I know the leaflets and the resources meant well but in all of that advice they left us feeling like victims totally overwhelmed by the journey ahead and powerless to exert any influence over our grieving whatsoever. I didn't need to be told how bad things were. Believe me, I already knew things were truly terrible. What I needed most was hope. I needed a journey through all that anguish, pain, and longing. Most of all, I wanted to be an active participant in my grief process so I decided to turn my back on their advice and decided instead to conduct something of a self experiment. I'd done the research. I had the tools. I wanted to know how useful they would be to me now, in the face of such an enormous mountain to climb. Now I have to confess at this point I didn't really know any of

this was going to work. Parental bereavement is widely acknowledged as the hardest of losses to bear. But I can tell you now five years on what I already knew from the research, that you can rise up from adversity, that there are strategies that work, that it is utterly possible to make yourself think and act in certain ways that help you navigate tough times. There is a monumental body of research on how to do this stuff. Today I'm going to share three strategies with you. These are my go-to strategies that I relied upon and saved me in my darkest days. There are three strategies that underpin all of my work and they're pretty readily available to us all. Anyone can learn them, you can learn them right here today. So number one: resilient people get that shit happens. They know that suffering is part of of life. This doesn't mean they actually welcome it in. They're not actually

delusional. But when the tough times come they seem to know that suffering is part of every human existence. And knowing this stops you from feeling discriminated against when the tough times come. Never once did I find myself thinking why me? In fact, I remember thinking why not me? Terrible things happen and to you just like they do everybody else. That's your life now. Time to sink or swim. The real tragedy is that not enough of us seem to know this any longer. We seem to live in an age where we're entitled to a perfect life where shiny happy photos on Instagram are the norm when actually as you all demonstrated at the start of my talk, the very opposite is true. Number two: resilient people are really good at choosing carefully where they select their attention. They have a habit of realistically appraising situations and managing to focus on the things that they can change and somehow accept the things that they can't. This is a vital, learnable skill for resilience. As humans, we are really good at noticing threats and weaknesses. We are hard-wired for that negative - we really, really good at noticing them. Negative emotions stick

to us like velcro, whereas positive emotions and experiences seem to bounce off like teflon. Being wired in this way is actually really good for us and served us well from an evolutionary perspective. So imagine for a moment I'm a cave woman and I'm coming out of my cave in the morning and there's a saber-toothed tiger on one side and a beautiful rainbow on the other. It kind of pays for my survival for me to notice this tiger. The problem is we now live in an era where we are constantly bombarded by threats all day long. And our poor brains treat every single one of those threats as though they were a tiger. Our threat focus, our stress response is permanently dialed up. Resilient people don't diminish the negative - but they also have worked out a way of tuning into the good. One day when doubts were threatening to overwhelm me I distinctly remember thinking "No, you do not get to get swallowed up by this. You have to survive. You've got so much to live for. Choose life not death. Don't lose what you have to what you have lost." In psychology, we call this benefit-finding. In my brave new world it involved trying to find things to be grateful for. At least our wee girl hadn't died of some terrible, long, drawn-out illness. She died suddenly, instantly, sparing us and her that pain. We had a huge amount of social support from family and friends to help us through. And most of all, we still had two beautiful boys to live for, who needed us now and deserve to have as normal a life as we could possibly give them. Being able to switch the focus of your attention to also include the good has been shown by science to be a really powerful strategy. So in 2005, Marty Seligman and colleagues conducted an experiment and they asked people to think of three good things that had happened to them each day. What they found over the six months of this study was that those people showed higher levels of gratitude, higher levels of happiness, and less depression over the course of the six-month study. When you're going through grief, you might need a reminder, or you might need permission to feel grateful.

In our kitchen, we've got a bright pink neon poster that reminds us to accept the good. In the American Army, they framed it a little differently. They talked to the army about hunting the good

stuff. Find the language that works for you, but whatever you do, make an intentional, deliberate, ongoing effort to tune into what's good in your world. Number three: resilient people ask themselves "Is what I'm doing helping or harming me?" This is a question that's used a lot in good therapy and boy is it powerful. This was my go-to question in the days after the girls died. I would ask it again and again. Should I go to the trial and see the driver? Would that help me or would it harm me? Well, that was a no-brainer for me. I chose to stay away but Trevor, my husband, decided to meet with the driver at a later time. Late at night I'd find myself sometimes pouring over old photos of Abby, getting more and more upset. I'd ask myself "Really? Is this helping you or is it harming you? Put away the photos, go to bed for the night, be kind to yourself." This question can be applied to so many different contexts. Is the way you're thinking and acting, helping or harming you in your bid to get that promotion, to pass that exam, to recover from a heart attack, so many different ways. I write a lot about resilience and over the years, this one strategy has prompted more positive feedback than any other. I get scores of letters and emails and things from all over the place of people saying what a huge impact it's had on their lives, whether it is forgiving family transgressions, arguments from Christmases past, and whether it is just trolling through social media, whether it is asking yourself whether you really need that extra glass of wine. Asking yourself whether what you're doing, the way you're thinking, the way you're acting is helping or harming you puts you back in the driver's seat. It gives you some control over your decision making. Three strategies. Pretty simple. They're readily available to us all, anytime, anywhere. They don't require rocket science. Resilience isn't some fixed trait. It's not that some people have it and some people don't.

It's actually requires very ordinary processes. Just the willingness to give them a go. I think we all have moments in life where our life path splits and the journey we thought we were going down veers off to some terrible direction that we never anticipated and we certainly didn't want. It happened to me. It was awful beyond imagining. If you ever find yourselves in a situation where you think "There's no way I'm coming back from this," I urge you to lean into these strategies and think again. I won't pretend that thinking this way is easy. And it doesn't remove all the pain. But if I've learned anything over the last five years, it is that thinking this way really does help. More than anything. It has shown me that it is possible to live and grieve at the same time. And for that, I will always be grateful. Thank you.

There's more to life than being happy _ Emily Esfha I used to think the whole purpose of life was pursuing happiness. Everyone said the path to happiness was success, so I searched for that ideal job, that perfect boyfriend, that beautiful apartment. But instead of ever feeling fulfilled, I felt anxious and adrift. And I wasn't alone; my friends -- they struggled with this, too. Eventually, I decided to go to graduate school for positive psychology to learn what truly makes people happy. But what I discovered there changed my life. The data showed that chasing happiness can make people unhappy. And what really struck me was this: the suicide rate has been rising around the world, and

it recently reached a 30-year high in America. Even though life is getting

objectively better by nearly every conceivable standard, more people feel hopeless, depressed and alone. There's an emptiness gnawing away at people, and you don't have to be clinically depressed to feel it. Sooner or later, I think we all wonder: Is this all there is? And according to the research, what predicts this despair is not a lack of happiness. It's a lack of something else, a lack of having meaning in life. But that raised some questions for me. Is there more to life than being happy? And what's the difference between being happy and having meaning in life? Many psychologists define happiness as a state of comfort and ease, feeling good in the moment. Meaning, though, is deeper. The renowned psychologist Martin Seligman says meaning comes from belonging to

and serving something beyond yourself and from developing the best within you. Our culture is obsessed with happiness, but I came to see that seeking meaning is the more fulfilling path. And the studies show that people who have meaning in life, they're more resilient, they do better in school and at work, and they even live longer. So this all made me wonder: How can we each live more meaningfully? To find out, I spent five years interviewing hundreds of people and reading through thousands of pages of psychology, neuroscience and philosophy. Bringing it all together, I found that there are what I call four pillars of a meaningful life. And we can each create lives of meaning by building some or all of these pillars in our lives. The first pillar is belonging. Belonging comes from being in relationships where you're valued

for who you are intrinsically and where you value others as well. But some groups and relationships deliver a cheap form of belonging; you're valued for what you believe, for who you hate, not for who you are. True belonging springs from love. It lives in moments among individuals, and it's a choice -- you can choose to cultivate belonging with others. Here's an example. Each morning, my friend Jonathan buys a newspaper from the same street vendor in New York. They don't just conduct a transaction, though. They take a moment to slow down, talk, and treat each other like humans. But one time, Jonathan didn't have the right change, and the vendor said, "Don't worry about it." But Jonathan insisted on paying, so he went to the store and bought something he didn't need to make change.

But when he gave the money to the vendor, the vendor drew back. He was hurt. He was trying to do something kind, but Jonathan had rejected him. I think we all reject people in small ways like this without realizing it. I do. I'll walk by someone I know and barely acknowledge them. I'll check my phone when someone's talking to me. These acts devalue others. They make them feel invisible and unworthy. But when you lead with love, you create a bond that lifts each of you up. For many people, belonging is the most essential source of meaning, those bonds to family and friends. For others, the key to meaning is the second pillar: purpose. Now, finding your purpose is not the same

thing as finding that job that makes you happy. Purpose is less about what you want

than about what you give. A hospital custodian told me her purpose is healing sick people. Many parents tell me, "My purpose is raising my children." The key to purpose is using your strengths to serve others. Of course, for many of us, that happens through work. That's how we contribute and feel needed. But that also means that issues like disengagement at work, unemployment, low labor force participation -- these aren't just economic problems, they're existential ones, too. Without something worthwhile to do, people flounder. Of course, you don't have to find purpose at work, but purpose gives you something to live for, some "why" that drives you forward. The third pillar of meaning is also about stepping beyond yourself, but in a completely different way: transcendence.

Transcendent states are those rare moments when you're lifted above the hustle and bustle of daily life, your sense of self fades away, and you feel connected to a higher reality. For one person I talked to, transcendence came from seeing art. For another person, it was at church. For me, I'm a writer, and it happens through writing. Sometimes I get so in the zone that I lose all sense of time and place. These transcendent experiences can change you. One study had students look up at 200-foot-tall eucalyptus trees for one minute. But afterwards they felt less self-centered, and they even behaved more generously when given the chance to help someone. Belonging, purpose, transcendence. Now, the fourth pillar of meaning, I've found, tends to surprise people. The fourth pillar is storytelling,

the story you tell yourself about yourself. Creating a narrative from the events of your life brings clarity. It helps you understand how you became you. But we don't always realize that we're the authors of our stories and can change the way we're telling them. Your life isn't just a list of events. You can edit, interpret and retell your story, even as you're constrained by the facts. I met a young man named Emeka, who'd been paralyzed playing football. After his injury, Emeka told himself, "My life was great playing football, but now look at me." People who tell stories like this -- "My life was good. Now it's bad." -- tend to be more anxious and depressed. And that was Emeka for a while. But with time, he started to weave a different story. His new story was, "Before my injury, my life was purposeless.

I partied a lot and was a pretty selfish guy. But my injury made me realize I could be a better man." That edit to his story changed Emeka's life. After telling the new story to himself, Emeka started mentoring kids, and he discovered what his purpose was: serving others. The psychologist Dan McAdams calls this a "redemptive story," where the bad is redeemed by the good. People leading meaningful lives, he's found, tend to tell stories about their lives defined by redemption, growth and love. But what makes people change their stories? Some people get help from a therapist, but you can do it on your own, too, just by reflecting on your life thoughtfully, how your defining experiences

shaped you, what you lost, what you gained. That's what Emeka did. You won't change your story overnight;

it could take years and be painful. After all, we've all suffered, and we all struggle. But embracing those painful memories can lead to new insights and wisdom, to finding that good that sustains you. Belonging, purpose, transcendence, storytelling: those are the four pillars of meaning. When I was younger, I was lucky enough to be surrounded by all of the pillars. My parents ran a Sufi meetinghouse from our home in Montreal. Sufism is a spiritual practice associated with the whirling dervishes and the poet Rumi. Twice a week, Sufis would come to our home to meditate, drink Persian tea, and share stories. Their practice also involved serving all of creation through small acts of love, which meant being kind even when people wronged you. But it gave them a purpose: to rein in the ego.

Eventually, I left home for college and without the daily grounding of Sufism in my life, I felt unmoored. And I started searching for those things that make life worth living. That's what set me on this journey. Looking back, I now realize that the Sufi house had a real culture of meaning. The pillars were part of the architecture, and the presence of the pillars helped us all live more deeply. Of course, the same principle applies in other strong communities as well -- good ones and bad ones. Gangs, cults: these are cultures of meaning that use the pillars and give people something to live and die for. But that's exactly why we as a society must offer better alternatives. We need to build these pillars within our families and our institutions to help people become their best selves. But living a meaningful life takes work.

It's an ongoing process. As each day goes by, we're constantly creating our lives, adding to our story. And sometimes we can get off track. Whenever that happens to me, I remember a powerful experience I had with my father. Several months after I graduated from college, my dad had a massive heart attack that should have killed him. He survived, and when I asked him what was going through his mind as he faced death, he said all he could think about was needing to live so he could be there for my brother and me, and this gave him the will to fight for life. When he went under anesthesia for emergency surgery, instead of counting backwards from 10, he repeated our names like a mantra. He wanted our names to be the last words he spoke on earth

if he died. My dad is a carpenter and a Sufi. It's a humble life, but a good life. Lying there facing death, he had a reason to live: love. His sense of belonging within his family, his purpose as a dad, his transcendent meditation, repeating our names -- these, he says, are the reasons why he survived. That's the story he tells himself. That's the power of meaning. Happiness comes and goes. But when life is really good and when things are really bad, having meaning gives you something to hold on to. Thank you.

Think Fast_ Talk Smart _ Matt Abrahams _ TEDxMonta

Transcriber: David Hsu Reviewer: Mirjana utura People hate me. People fear me. You see, I'm a communication professor. And these people who fear me and hate me are some of the brightest, most creative, most entrepreneurial people I know. I wield a tool. And that tool I wield is what makes them fear and despise me. As a professor, I have the ability to do what's called "cold calling." That's where I look at a student and say, "What do you think? What do you feel about what we just discussed? How does this impact you?" And this causes panic, not just for my students but for everybody: that moment where we are called upon to speak articulately. Can we do it? Now, rest assured,

I never cold call on my students. I think it's rude, and I know it's hard. But people fear it. Eighty-five percent of people say they fear speaking in public. And quite frankly, I think the other 15% are lying. I think we could find a situation that makes them nervous too. So today, my goal is to share with you some tips and techniques that you can use to help you be more comfortable and confident when you're speaking, in other words, to be able to think fast and talk smart. To do this, we're going to look at four different steps. First, we're going to talk about the approach we take. Then, we'll speak about the audience we talk to, the context in which we find ourselves and finally, the structures we use to help our messages get across. So, let's start by talking about approach. You know, I was reminded about the importance of approach

many, many years ago, when my wife and I first moved in with each other. You see, we fought a lot over little things, things mostly that happened in our bathrooms. We called these our bathroom brawls: "Is the toilet seat up?" "Is the toilet seat down?" By far, the biggest fight my wife and I ever had was over toothpaste.

You see, my wife's a roller, and I'm a squeezer. And all of you out there who are rollers, I appreciate the fine artwork you create out of your toothpaste. But you know that the most awful thing that can happen to you is to have a squeezer come by and ruin all that effort you've put in. But to me, getting toothpaste out of a tube is an act of aggression. I feel powerful in the morning and in the evening.

And we would fight incessantly over little things like this. And finally, my wife, who is much smarter than I, said, "Timeout. What are we doing here? We've just been married. We love each other, yet we're fighting all the time. We need to look at this differently." And as soon as we started looking at our bathroom brawls as opportunities - opportunities to learn about each other, to make concessions, to collaborate - things changed. And I'm happy to say, after 15 years of marriage, we no longer fight over toothpaste.

This same approach is true in communication. Most of us, when we are in situations where we need to communicate, we see them as threatening. We see them as opportunities for failure. And I'd like to suggest that we need to change that.

We need to approach communication in an open way, see it as an opportunity to share our ideas, our beliefs, our innovations. And when we take a perspective of openness, all of a sudden, something that we dread becomes something that we embrace. So, the first step to effective communication is to approach it in an open way. But that's not enough. We need to think about the audience that we're speaking to. And to me, the way to approach it is the opposite the way most people do. Most of us think about, "Here's what I want to say" or, "Here's what I need to say." I would suggest that's exactly wrong. You need to think about, "What does my audience need to hear?" And it sounds just like verbal jiu jitsu, where I'm moving words around, but in fact, it's a fundamental difference. If I ask myself,

"What does my audience need," it puts me in service of my audience. It's about their needs. And in order to understand those needs, I have to do some reconnaissance. I have to ask myself who they are. The three things I think we need to ask about our audience are, "What is their knowledge?" "What is it that they know?" and if they don't know enough, "What can we do to scaffold that information so that they have the tools they need?" In addition to knowledge, we need to be thinking about their expectations. And by expectations, I mean, What is it that they expect of me? Most audiences have heard the types of presentations you're giving: maybe it's a pitch, maybe it's some kind of advertisement or marketing, maybe it's a TED talk. Your audience has heard those kinds of presentations before,

so what do they expect of you? And then you can choose to conform to those expectations or not. You know, I have two young kids, and I learned that sometimes violating their expectations actually is the most effective thing I can do for the communication we need. My boys sometimes make me upset. And when they make me upset, I used to raise my voice to no avail. Nothing happened. I was ignored. And that's tough for a communication guy. So, what I started to do - when I'm really upset with my boys, I lower my voice. And they stop dead in their tracks. Violating expectations sometimes can actually help you as a communicator. The final thing we need to think about is, "What are their attitudes?" The way you approach your communication is influenced by what your audience thinks about what you're talking on: Are they in favor of it? Are they against it?

Or they're hesitant? Agnostic? Those are the things you need to be asking yourself when you communicate. So, we need to appreciate our audience. When my older child was in kindergarten, I volunteered. I came into his classroom, the teacher had to leave to take a call or something, and I

was in charge of an art project. Oh, was that a mistake. The kids were running around. I was saying, "Stop this, Johnny." "Sally, stop doing that." Nobody listened. The Yoda-like teacher returned, saw the chaos that had ensued in her brief absence and simply looked at the children and started rewarding the positive behavior. "Janet," she said, "what a lovely way you've cleaned up your crayons." "Samuel, thank you so much for walking with the scissors."

The students stopped in their tracks,

changed their behavior. I learned then that you need to understand your audience and what they need. And to this day, I try to apply those principles. I also learned that I could never teach elementary school students. If guilt and shame doesn't work, I can't teach them.

So, knowing your audience really matters. But beyond knowing your audience, you have to appreciate the context in which you speak. Whenever you speak, you are in a particular context. And to me, context comes in a bunch of different varieties. The first thing about context we need to think about is the time. What time of day are you communicating? If you're talking early in the morning, you might have to have a little more energy to keep people moving. Same thing after lunch when people are having that food coma experience.

I taught high school many, many years ago. And I don't think my principal liked me very much because she gave me freshmen right before lunch and right after lunch. And if you know anything about 14- and 15-year-old kids, they need lots of food and lots of social experience. So, by the time my first class of freshmen came to me after four hours of class, they were dead tired. They could barely move, let alone think. Right after lunch, when my second batch joined me, they were amped-up on their food, their caffeine, their friends. It was a frenzy in my classroom. And I had to teach them the same thing. How did I do it? I changed the way we approached the class. The class before lunch was highly collaborative, people were moving around, lots of activities; after lunch, a little more mellow. You must address the context, the timing

so your message can be effective. Context also involves emotion. Most of us when we communicate, we think about information: What's in my head, in my heart I need to communicate to you? But we also communicate a feeling. Maybe we're trying to get people excited and motivate them. Maybe we're trying to scare them, create that burning platform that motivates them to change. Sometimes, we're just trying to instill confidence: You should believe in what I'm saying. But we need to think about the emotion as well as the information. The final bit of context has to do with where you're physically speaking. Location matters. Just the other day, I read in the newspaper that the Girl Scout in the state of California this year who sold the most cookies during the Girl Scout's annual cookie drive set up shop in front

of a medical marijuana dispensary. She sold more cookies than anybody. Location matters. Think about the way the room is set up. Think about the environment: Is it live? Is it virtual? Those change the way that you communicate. We need to think about location. So, our approach is important. Our audience is important. The context in which we find ourselves is important and so too is the way we structure our messages. It is much easier for humans to understand information when it is structured. In fact, we remember information up to 40% better when it's structured. What do I mean by this? Some of you listening are too young to remember, but those of us of my age, when we wanted to call somebody on the phone, we actually had to remember a phone number. My kids today, they look

at a picture, push a button, and the other person starts talking on the phone. We had it much harder. We had to remember 10 digits. Ten digits are hard to remember, so what did we do? We put them in a structure: three-three-and four. That's how we remembered. That's what I mean by a structure. The information is put in a way that it makes it easy not only for you as a speaker but also for the audience to remember. Now, I have lots of favorite structures. You see some of the structures up here behind me. The first structure is a chronological structure: past-present-future. Here's how things used to be. Here's how they are today. Here's where they're going in the future. A chronological structure can really help you navigate your audience from one place to the next.

Quite frankly, structure sets expectations. You can't be lost if you have a map. Your structure provides a map, and the chronological structure is incredibly helpful for that. The next structure happens to be the problem-solution-benefit structure. This is one of the most persuasive structures out there. You start by explaining what the issue is, you talk about how to solve it and then the benefits to the people. Finally, my favorite structure, the one that I use the most - I call this "the MacGyver of all structures"; this can get you through any situation - is the what, so-what, now-what structure. You start by telling people what the issue is. You tell them why it's important in that so-what step. And then you tell them what's next, what's coming. It's like a Swiss Army knife. You can use it in situations

if you're teaching. You can use it if you are trying to motivate people. And you can use it even if you're introducing somebody. Change the "what" to a "who," and you've got your introduction. Structure helps keep your audience together and in line. When I was an undergraduate, I was a tour guide. It was the highest-paying job on campus. And boy, did I need money. I trained for 12 weeks to be a tour guide. I learned lots of interesting - some would say useless - facts about my university, things they drilled into our heads besides how to walk backwards, which to this day I still can do in a straight line. The most important thing they taught us - they said, "Above all else, to be a great tour guide at this institution is to never lose your audience. You are a bad tour guide if your tour group

gets lost."

The same is true when you're speaking. Structure keeps people together. We need structure. So, we see here that these tools, the tools that help us get our audience engaged and involved and help us convey our message are the same tools that helped my students learn to love speaking and learn to do it well. It's about the approach you take, the audience, the context, and the structure. Now, I'm always looking for examples of this to help people understand. And the other day, I was eating breakfast, and I looked across the table at my soy milk, and I said, "You know what? This is a great example." Think about it: Silk soy milk. Silk soy milk is targeted to a very specific audience: people who are interested in eating healthy or people who are lactose intolerant.

The name is a combination of the words "soy" and "milk" - "Silk." It speaks to the audience's desire to have something rich, something expensive, something yummy. It's at a time, in a context, in an environment. If you notice where you buy Silk soy milk, it's next to other milk. That's not where it was originally. It used to be in the health food aisle. Now it's next to milk. They marketed it and boxed it the way milk is. The structure of the name is very compelling. Let's face it, they could have called it "Moy," and nobody would've bought it, right? So, if you get the message right and you communicate it effectively, you can make a big difference. So, I want for you what I wish for all of my students: bold communication that's confident and compelling.

And I want for your message to echo long after you leave the room. And these are skills that are at your disposal. It just takes practice and a little bit of a positive approach. Thank you.

This could be why you're depressed or anxious _ Jo For a really long time, I had two mysteries that were hanging over me. I didn't understand them and, to be honest, I was quite afraid to look into them. The first mystery was, I'm 40 years old, and all throughout my lifetime, year after year, serious depression and anxiety have risen, in the United States, in Britain, and across the Western world. And I wanted to understand why. Why is this happening to us? Why is it that with each year that passes, more and more of us are finding it harder to get through the day? And I wanted to understand this because of a more personal mystery. When I was a teenager, I remember going to my doctor and explaining that I had this feeling, like pain was leaking out of me. I couldn't control it, I didn't understand why it was happening,

I felt quite ashamed of it. And my doctor told me a story that I now realize was well-intentioned, but quite oversimplified. Not totally wrong. My doctor said, "We know why people get like this. Some people just naturally get a chemical imbalance in their heads -- you're clearly one of them. All we need to do is give you some drugs, it will get your chemical balance back to normal." So I started taking a drug called Paxil or Seroxat, it's the same thing with different names in different countries.

And I felt much better, I got a real boost. But not very long afterwards, this feeling of pain started to come back. So I was given higher and higher doses until, for 13 years, I was taking the maximum possible dose that you're legally allowed to take. And for a lot of those 13 years, and pretty much all the time by the end,

I was still in a lot of pain. And I started asking myself, "What's going on here? Because you're doing everything you're told to do by the story that's dominating the culture -- why do you still feel like this?" So to get to the bottom of these two mysteries, for a book that I've written I ended up going on a big journey all over the world, I traveled over 40,000 miles. I wanted to sit with the leading experts in the world about what causes depression and anxiety and crucially, what solves them, and people who have come through depression and anxiety and out the other side in all sorts of ways. And I learned a huge amount from the amazing people I got to know along the way. But I think at the heart of what I learned is, so far, we have scientific evidence

for nine different causes of depression and anxiety. Two of them are indeed in our biology. Your genes can make you more sensitive to these problems, though they don't write your destiny. And there are real brain changes that can happen when you become depressed that can make it harder to get out. But most of the factors that have been proven to cause depression and anxiety are not in our biology. They are factors in the way we live. And once you understand them, it opens up a very different set of solutions that should be offered to people alongside the option of chemical antidepressants. For example, if you're lonely, you're more likely to become depressed. If, when you go to work, you don't have any control over your job, you've just got to do what you're told, you're more likely to become depressed.

If you very rarely get out into the natural world, you're more likely to become depressed. And one thing unites a lot of the causes of depression and anxiety that I learned about. Not all of them, but a lot of them. Everyone here knows you've all got natural physical needs, right? Obviously. You need food, you need water, you need shelter, you need clean air. If I took those things away from you, you'd all be in real trouble, real fast. But at the same time, every human being has natural psychological needs. You need to feel you belong. You need to feel your life has meaning and purpose. You need to feel that people see you and value you. You need to feel you've got a future that makes sense. And this culture we built is good at lots of things.

And many things are better than in the past -- I'm glad to be alive today. But we've been getting less and less good at meeting these deep, underlying psychological needs. And it's not the only thing that's going on, but I think it's the key reason why this crisis keeps rising and rising. And I found this really hard to absorb. I really wrestled with the idea of shifting from thinking of my depression as just a problem in my brain, to one with many causes, including many in the way we're living. And it only

really began to fall into place for me when one day, I went to interview a South African psychiatrist named Dr. Derek Summerfield. He's a great guy. And Dr. Summerfield happened to be in Cambodia in 2001, when they first introduced chemical antidepressants for people in that country.

And the local doctors, the Cambodians, had never heard of these drugs, so they were like, what are they? And he explained. And they said to him, "We don't need them, we've already got antidepressants." And he was like, "What do you mean?" He thought they were going to talk about some kind of herbal remedy, like St. John's Wort, ginkgo biloba, something like that. Instead, they told him a story. There was a farmer in their community who worked in the rice fields. And one day, he stood on a land mine left over from the war with the United States, and he got his leg blown off. So they him an artificial leg, and after a while, he went back to work in the rice fields. But apparently, it's super painful to work under water when you've got an artificial limb, and I'm guessing it was pretty traumatic to go back and work in the field

where he got blown up. The guy started to cry all day, he refused to get out of bed, he developed all the symptoms of classic depression. The Cambodian doctor said, "This is when we gave him an antidepressant." And Dr. Summerfield said, "What was it?" They explained that they went and sat with him. They listened to him. They realized that his pain made sense -- it was hard for him to see it in the throes of his depression, but actually, it had perfectly understandable causes in his life. One of the doctors, talking to the people in the community, figured, "You know, if we bought this guy a cow, he could become a dairy farmer, he wouldn't be in this position that was screwing him up so much, he wouldn't have to go and work in the rice fields." So they bought him a cow.

Within a couple of weeks, his crying stopped, within a month, his depression was gone. They said to doctor Summerfield, "So you see, doctor, that cow, that was an antidepressant, that's what you mean, right?"

If you'd been raised to think about depression the way I was, and most of the people here were, that sounds like a bad joke, right? "I went to my doctor for an antidepressant, she gave me a cow." But what those Cambodian doctors knew intuitively, based on this individual, unscientific anecdote, is what the leading medical body in the world, the World Health Organization, has been trying to tell us for years, based on the best scientific evidence. If you're depressed, if you're anxious,

you're not weak, you're not crazy, you're not, in the main, a machine with broken parts. You're a human being with unmet needs. And it's just as important to think here about what those Cambodian doctors and the World Health Organization are not saying. They did not say to this farmer, "Hey, buddy, you need to pull yourself together. It's your job to figure out and fix this problem on your own." On the contrary, what they said is, "We're here as a group to pull together with you, so

together, we can figure out and fix this problem." This is what every depressed person needs, and it's what every depressed person deserves. This is why one of the leading doctors at the United Nations, in their official statement for World Health Day, couple of years back in 2017, said we need to talk less

about chemical imbalances and more about the imbalances in the way we live. Drugs give real relief to some people -- they gave relief to me for a while -- but precisely because this problem goes deeper than their biology, the solutions need to go much deeper, too. But when I first learned that, I remember thinking, "OK, I could see all the scientific evidence, I read a huge number of studies, I interviewed a huge number of the experts who were explaining this," but I kept thinking, "How can we possibly do that?" The things that are making us depressed are in most cases more complex than what was going on with this Cambodian farmer. Where do we even begin with that insight? But then, in the long journey for my book, all over the world, I kept meeting people who were doing exactly that, from Sydney, to San Francisco,

to São Paulo. I kept meeting people who were understanding the deeper causes of depression and anxiety and, as groups, fixing them. Obviously, I can't tell you about all the amazing people I got to know and wrote about, or all of the nine causes of depression and anxiety that I learned about, because they won't let me give a 10-hour TED Talk -- you can complain about that to them. But I want to focus on two of the causes and two of the solutions that emerge from them, if that's alright. Here's the first. We are the loneliest society in human history. There was a recent study that asked Americans, "Do you feel like you're no longer close to anyone?" And 39 percent of people said that described them. "No longer close to anyone."

In the international measurements of loneliness, Britain and the rest of Europe are just behind the US, in case anyone here is feeling smug.

I spent a lot of time discussing this with the leading expert in the world on loneliness, an incredible man named professor John Cacioppo, who was at Chicago, and I thought a lot about one question his work poses to us. Professor Cacioppo asked, "Why do we exist? Why are we here, why are we alive?" One key reason is that our ancestors on the savannas of Africa were really good at one thing. They weren't bigger than the animals they took down a lot of the time, they weren't faster than the animals they took down a lot of the time, but they were much better at banding together into groups

and cooperating. This was our superpower as a species -- we band together, just like bees evolved to live in a hive, humans evolved to live in a tribe. And we are the first humans ever to disband our tribes. And it is making us feel awful. But it doesn't have to be this way. One of the heroes in my

book, and in fact, in my life, is a doctor named Sam Everington. He's a general practitioner in a poor part of East London, where I lived for many years. And Sam was really uncomfortable, because he had loads of patients coming to him with terrible depression and anxiety. And like me, he's not opposed to chemical antidepressants, he thinks they give some relief to some people. But he could see two things. Firstly, his patients were depressed and anxious a lot of the time for totally understandable

reasons, like loneliness. And secondly, although the drugs were giving some relief to some people, for many people, they didn't solve the problem. The underlying problem. One day, Sam decided to pioneer a different approach. A woman came to his center, his medical center, called Lisa Cunningham. I got to know Lisa later. And Lisa had been shut away in her home with crippling depression and anxiety for seven years. And when she came to Sam's center, she was told, "Don't worry, we'll carry on giving you these drugs, but we're also going to prescribe something else. We're going to prescribe for you to come here to this center twice a week to meet with a group of other depressed and anxious people, not to talk about how miserable you are, but to figure out something meaningful you can all do together

so you won't be lonely and you won't feel like life is pointless." The first time this group met, Lisa literally started vomiting with anxiety, it was so overwhelming for her. But people rubbed her back, the group started talking, they were like, "What could we do?" These are inner-city, East London people like me, they didn't know anything about gardening. They were like, "Why don't we learn gardening?" There was an area behind the doctors' offices that was just scrubland. "Why don't we make this into a garden?" They started to take books out of the library, started to watch YouTube clips. They started to get their fingers in the soil. They started to learn the rhythms of the seasons. There's a lot of evidence that exposure to the natural world

is a really powerful antidepressant. But they started to do something even more important. They started to form a tribe. They started to form a group. They started to care about each other. If one of them didn't show up, the others would go looking for them -- "Are you OK?" Help them figure out what was troubling them that day. The way Lisa put it to me, "As the garden began to bloom, we began to bloom." This approach is called social prescribing, it's spreading all over Europe. And there's a small, but growing body of evidence suggesting it can produce real and meaningful falls in depression and anxiety. And one day, I remember standing in the garden that Lisa and her once-depressed friends had built -- it's a really beautiful garden --

and having this thought, it's very much inspired by a guy called professor Hugh Mackay in Australia. I was thinking, so often when people feel down in this culture, what we say to them -- I'm sure everyone here said it, I have -- we say, "You just need to be you, be yourself." And I've realized,

actually, what we should say to people is, "Don't be you. Don't be yourself. Be us, be we. Be part of a group."

The solution to these problems does not lie in drawing more and more on your resources as an isolated individual -- that's partly what got us in this crisis. It lies on reconnecting with something bigger than you. And that really connects to one of the other causes of depression and anxiety that I wanted to talk to you about.

So everyone knows junk food has taken over our diets and made us physically sick. I don't say that with any sense of superiority, I literally came to give this talk from McDonald's. I saw all of you eating that healthy TED breakfast, I was like no way. But just like junk food has taken over our diets and made us physically sick, a kind of junk values have taken over our minds and made us mentally sick. For thousands of years, philosophers have said, if you think life is about money, and status and showing off, you're going to feel like crap. That's not an exact quote from Schopenhauer, but that is the gist of what he said. But weirdly, hardly anyone had scientifically investigated this, until a truly extraordinary person I got to know, named professor Tim Kasser, who's at Knox College in Illinois,

and he's been researching this for about 30 years now. And his research suggests several really important things. Firstly, the more you believe you can buy and display your way out of sadness, and into a good life, the more likely you are to become depressed and anxious. And secondly, as a society, we have become much more driven by these beliefs. All throughout my lifetime, under the weight of advertising and Instagram and everything like them. And as I thought about this, I realized it's like we've all been fed since birth, a kind of KFC for the soul. We've been trained to look for happiness in all the wrong places, and just like junk food doesn't meet your nutritional needs and actually makes you feel terrible, junk values don't meet your psychological needs, and they take you away from a good life.

But when I first spent time with professor Kasser and I was learning all this, I felt a really weird mixture of emotions. Because on the one hand, I found this really challenging. I could see how often in my own life, when I felt down, I tried to remedy it with some kind of show-offy, grand external solution. And I could see why that did not work well for me. I also thought, isn't this kind of obvious? Isn't this almost like banal, right? If I said to everyone here, none of you are going to lie on your deathbed and think about all the shoes you bought and all the retweets you got, you're going to think about moments of love, meaning and connection in your life. I think that seems almost like a cliché. But I kept talking to professor Kasser and saying, "Why am I feeling

this strange doubleness?" And he said, "At some level, we all know these things. But in this culture, we don't live by them." We know them so well they've become clichés, but we don't live by them. I

kept asking why, why would we know something so profound, but not live by it? And after a while, professor Kasser said to me, "Because we live in a machine that is designed to get us to neglect what is important about life." I had to really think about that. "Because we live in a machine that is designed to get us to neglect what is important about life." And professor Kasser wanted to figure out if we can disrupt that machine. He's done loads of research into this; I'll tell you about one example, and I really urge everyone here to try this with their friends and family. With a guy called Nathan Dungan,

he got a group of teenagers and adults to come together for a series of sessions over a period of time, to meet up. And part of the point of the group was to get people to think about a moment in their life they had actually found meaning and purpose. For different people, it was different things. For some people, it was playing music, writing, helping someone -- I'm sure everyone here can picture something, right? And part of the point of the group was to get people to ask, "OK, how could you dedicate more of your life to pursuing these moments of meaning and purpose, and less to, I don't know, buying crap you don't need, putting it on social media and trying to get people to go, 'OMG, so jealous!'" And what they found was, just having these meetings,

it was like a kind of Alcoholics Anonymous for consumerism, right? Getting people to have these meetings, articulate these values, determine to act on them and check in with each other, led to a marked shift in people's values. It took them away from this hurricane of depression-generating messages training us to seek happiness in the wrong places, and towards more meaningful and nourishing values that lift us out of depression. But with all the solutions that I saw and have written about, and many I can't talk about here, I kept thinking, you know: Why did it take me so long to see these insights? Because when you explain them to people -- some of them are more complicated, but not all -- when you explain this to people, it's not like rocket science, right? At some level, we already know these things.

Why do we find it so hard to understand? I think there's many reasons. But I think one reason is that we have to change our understanding of what depression and anxiety actually are. There are very real biological contributions to depression and anxiety. But if we allow the biology to become the whole picture, as I did for so long, as I would argue our culture has done pretty much most of my life, what we're implicitly saying to people is, and this isn't anyone's intention, but what we're implicitly saying to people is, "Your pain doesn't mean anything. It's just a malfunction. It's like a glitch in a computer program, it's just a wiring problem in your head." But I was only able to start changing my life when I realized your depression is not a malfunction. It's a signal.

Your depression is a signal. It's telling you something.

We feel this way for reasons, and they can be hard to see in the throes of depression -- I understand that really well from personal experience. But with the right help, we can understand these problems and we can fix these problems together. But to do that, the very first step is we have to stop insulting these signals by saying they're a sign of weakness, or madness or purely biological, except for a tiny number of people. We need to start listening to these signals, because they're telling us something we really need to hear. It's only when we truly listen to these signals, and we honor these signals and respect these signals, that we're going to begin to see the liberating, nourishing,

deeper solutions. The cows that are waiting all around us. Thank you.

This is Your Brain on God _ Michael Ferguson _ TED Translator: Hiroko Kawano Reviewer: Peter van de Ven This is your brain on God.

As a graduate student here at the University of Utah, my team and I had the opportunity to look inside the brains of believing Latter-day Saints, also known as Mormons, when they were praying, reading scriptures and watching videos of the religious leaders' teaching. Being based in Salt Lake City, Utah, Mormons are not in short supply.

We recruited through the Deseret News, the LDS Church-owned newspaper, and invited devout members of the religious community to participate in psychometric testing and functional magnetic resonance imaging, or fMRI.

fMRI is a wonderful scientific tool. It allows us to measure tiny fluctuations in oxygenated blood flow that correspond to neural changes in activity. While our participants were inside of the scanner, they had a button box attached to their chest so that they could press a button and indicate to us in real-time when they were feeling the Spirit. It's a cultural phenomenon that's a central, epistemological event significant to the truth claims of the Mormon religion. What we observed was that across all task conditions, the three areas of the brain that consistently demonstrated elevated activity were the frontal attention regions, the medial prefrontal cortex and the nucleus accumbens - an area of the brain with an enriched supply of the reward molecule, dopamine.

Far from just being a high tech blobology, this Trinity of neural regions sketches what we can reasonably label as the neuro spiritual system of Mormonism. The implications are profound, both for culture and for the brain. One of the first questions that comes to mind for me is, "Does this neuro spiritual system from Mormonism map into the brains of religious individuals from other faith traditions when they are having peak, ecstatic religious experiences?" So many of the world's spiritual traditions report profound feelings of oneness with a transcendent source, often accompanied by an increased charitable disposition. Could it be that these cultural variations are all

being supported by a common core of brain networks? For the first time in the history of contemplative philosophy and the sciences of the mind,

we can answer these questions empirically by skillfully measuring brain activity with more temporal and spatial precision than we've ever been able to do even in the recent past of neuroscience. This is an exciting time to be a brain researcher. Let's talk about the word "God" for a moment. It's a simple three-letter word in English, yet this one word is so powerful, linguistically and psychologically, that it is used to invoke military courage, to promote feelings of nationalism, and even to justify war and atrocity. The hypothetical omission of this one word by a president of the United States, the failure to simply say "God bless America," would likely cause their public approval ratings to plummet. Whatever your metaphysical beliefs are, the literal fact is that the trajectories of lives and nations swing on the hinge

of this one word: "God." To think about God, either through construction or negation, you have to deploy abstract reasoning. The very principles that are intrinsically bound up in any conceivable definition of the word "God" include elements of mystery and unknowing. These very types of abstract principles are precisely what land us in the prefrontal cortex of the brain. I have to step back and think about this sometimes, that we have inside the bones of our head an electrical piece of meat

that's generating abstract ideas about divine nature. The nucleus accumbens is located a little bit lower in the brain, in a region called the subcortex. The subcortex is more ancient than the prefrontal cortex in terms of the evolutionary

time spans for its development. The nucleus accumbens is the brains' pleasure center. It helps positively reinforce environments and behaviors that are rewarding to you and that are beneficial to you. I have to smile when I think about how in the New Testament, when Jesus describes heavenly rewards, we are illuminating the biological embodiment of these ancient metaphors. When our study participants were instructed to think about a savior, about being with their families for eternity, in short, when they were thinking about their heavenly rewards as they imagined them, the brains and their bodies physically respond. A classic hymn in the religious movement of Joseph Smith describes the Spirit of God like a fire burning. If you haven't ever felt it before, it's actually a wonderful warm glow.

It makes you want to do good and be good. It may be the emotion that moral psychologist Jonathan Hite refers to as elevation. The frontal attention regions are probably acting in concert with the nucleus accumbens in order to amplify the phenomenal content of this religious experience. This so is an area where we will continue to do extended research in order to better understand the

dynamics of this neural system as it interacts with religious psychology. In addition to the biology that supports ecstatic religious experience, we were also curious about how social behavior is influenced by the brain on God. One possibility that we considered is that perhaps our study participants would demonstrate an in-group authority bias if they were asked to compare the teachings of their own religious leaders with the teachings

from other faith traditions. We designed a spiritual quotation's task in which participants were presented with a spiritual teaching, and next to it, with a picture of the person who made the statement. They were then asked to rate how meaningful the teaching was and also how strongly they felt the Spirit in response to that teaching. Sources for these teachings were either from an in-group religious authority figure, in the case of our study, those included two Mormon apostles, Diederich Dorf and Jeffrey Holland, and the president of the LDS Church at the time of the study, Thomas Monson. The out-group religious figures included Pope Francis, Desmond Tutu and Billy Graham, three non-Mormon Christian leaders. Because this was an experiment though, we threw in a little bit of a twist. It turns out that none of the teachings

were from their attributed sources.

We collected quotations from the writings of C.S. Lewis. He's sometimes referred to in Mormonism as a 13th apostle. We randomized these teachings across all of the trials. And we asked the participants to rank how meaningful they were, how strongly they felt the Spirit, and what we saw was so beautiful from the point of view of cognitive science. Believing Mormons consistently ranked the teachings of their own leaders as more meaningful and as more spiritually evocative than the teachings of out-group authority figures even though in reality, they were all from the same source. To further explore the way that social behavior is influenced by the brain on God, we had our participants

complete this task twice: once at the beginning of their study session, and a second time, following a 30-minute period of prayer, of scripture study and of religious devotion. This now is the audience-participation moment. It's always fun to see what people guess the effects of feeling the Spirit are on social judgments. So, option number one is that after a 30-minute period of prayer and scripture study that our participants became more biased against out-group authority figures. Option two is that they became less biased and more generous. And option three is that we saw no changes in the behavior that we were observing. Now I want everybody to be really brave.

Who thinks that option number one was what we saw? Okay. Who thinks that option number two,

a decrease in the bias, is what we saw? Who thinks that option number three, held case that there

was no change in the behavior we observed? And how about option four, which is that you're too nervous to make a guess about religion publicly?

What we saw is that after a 30-minute period of personal spiritual practice, our study participants became more generous to the out-group. They arranged their teachings as more meaningful and reported to feel the Spirit more strongly from them than they had at the beginning of the study session. There are several possible mechanisms that could be driving the behaviors that we observe. It's very likely, for example, that principals from the psychology of attachment theory are participating in this authority bias. There are also elements of classical conditioning that might be at play here.

Biologically speaking, when dopamine is released through the brain, it may be driving an increase in social openness. As is most often the case in science, the full story likely requires a complex map with multiple layers of explanation. Religion, in my mind, shows a lot of similar features with sex. The majority of adults do it, they say that it brings meaning and pleasure into their lives, and in spite of strident advocates for abstinence only, people are going to do it.

No matter how many people say, "Never be sexual," humans will be sexual. No matter how many people say, "Never be religious," humans will be religious. These are behaviors that spring from deep evolutionary needs.

What I advocate is not for science to focus its editorializing on the eradication of religious behavior, but rather, like safe sex, on evidence-based best practices for how we can do religion safely and well. Imagine a renewed partnership between the seminary and the academy to articulate intelligent safe theology. It could do a lot of good in a world that needs it. We live in an exciting day of rapidly accelerating discovery. What that means is the formation of radically disruptive ideas. Interdisciplinary and convergent work are exponentially driving the pace of our expanded self-understanding. The hope that I would like to convey to you is that by launching into a new era of religious studies that incorporate the best tools of our scientific methods, we may win the capacity to further enlighten our respective cultures and to refine our religious traditions

in ways that make them more worthy of the divine nature that they claim to represent. This is your brain on God. Any questions?

Thank you.

Thriving Minds_ Unlocking the Power Within _ Tien

good morning ladies and gentlemen I'm Ding and I'm from EP high school and I'm really honored to be here on this stage to discuss about thriving Minds Unlocking The Power Within imagine this a world where everyone reaches their fullest potential when Minds flourish and Humanity thrives sound like a dream doesn't it but here's the thing it not just a dream it's possible and it all starts with cultivating thriving Minds okay so how could I figure this out let me take you back when I was in Middle School back then I didn't have any Big Dreams or Ambitions my days repeated just spinning around waking up going to school and coming home and then when the pandemic hit time felt like it stopped all together like so many others I turned to video games to pass the endless hours at first it was all fun since I found the real escapism from the reality but over time something shipped I felt stuck I was caught in this

endless loop of entertainment with no sense of purpose day struck on and I started wondering is this it is this all there is and one day almost without thinking I made the decision I quit gaming it was in some dramatic moment there was no big announcement it was just a quiet decision to try something different however change didn't happen overnight I sat a small I set the simplest goal for myself such as exercising a little more picking up a book or even just growing out my hair these were small wins but they were mine and they gave me a sense of achievement slowly I began replacing bad habits with better ones each tiny success made me feel like I was taking control of my life once step at a time while this idea that small actions lead to big changes remind me of one of my favorite book during the pandemic which was Atomic habit by James clear and one of my favorite part when he explained how improving just 1% each day can add up to incredible Transformations over time and I saw this firsthand but then life threw

me a curve ball that I couldn't ignore my dad a tour guide he lost his job when the pandemic hits overnight my family Financial stability disappeared my mom became the Sole Provider while my sister prepared to study abroad to make it matter worse an investment that were pins out our hopes on didn't work out and our saving were all gone watching my family struggle made me realize that I couldn't afford to drive aimlessly anymore it's funny how adversity has a way of shaping us it reminds me of how workus the CEO of Starbucks who grew in a working class family and use his struggle to fill his Ambitions like him I knew I has to rise above my circumstances okay so through this journey I discovered three essential keys to cultivating a thriving Minds curiosity resilience and purpose to be more detailed curiosity with the spark that set everything into motion it all began with simple question what if I try something new what if I reach for something more and for me curiosity wasn't about Grand ambition at first it

was just about exploring small changes I started by testing simple Habits Like exercising or reading and these small experiments open my eyes to new possibilities over time I realized that Curiosity shifts your mindset instead of seeing limits you start to see opportunities that Curiosity led me to ask

big a question what if I could organize my life what if I could achieve more in school school and what if I could someday study a board like my sister did those question didn't just inspire me they feel my growth the second one resilience resilience with a strength that kept me going when things got hard putting better habits wasn't easy and neither watching my family struggle during the pandemic but I learned that resilient isn't about avoiding failure it is about continuing to show up even when the b gets difficult in high school I face challenges at balancing my economic with my personal growth there were days when I felt overwhelming but I kept pushing forward I adapted my study routines stay

disciplined and turn setback into Stepping Stones resilience became a mindset no matter how tough things get I can keep moving forward and the third one purpose if curiosity was the spark resilient with the strength purpose became the guiding star that gave my action meanings I wanted to make my family proud and create a future where I could stand on my own two feet that purpose drove me to not only work hard in school but also to develop a more disciplined and organized lifestyle I became someone who prioritized my growth not just for myself but for the future I envisioned even as I worked toward my dream of studying a board I felt a deeper sense of direction today as my scholarship applications is under review I feel proud of the person that I become my purpose gave me Clarity focus and a sense of safety in my efforts okay so those are three essential keys to cultivating a thriving Minds so now how can you start cultivating it in your own life here are three practical steps to begin your journey the first one start

small big changes don't happen overnight it starts with small and manageable actions for me it begin with simple Habits Like setting up a bed time reading more or organizing my day these were not motiv manal changes but over time they built confident they built foundations maybe for you it's spending 10 minute each day learning something new or setting aside time for Reflections these small actions might seem insignificant but over time they adapt and each success build confidence and before you know it you've created momentum that drives bigger Transformations the second step Embrace discomfort growth and comfort cannot coexist I learned this when I pushed myself out my comfort zone in school whether it was speaking up in class taking out leadership roles or just connecting with new people at first it felt uncomfortable even scary but every step outside my comfort zone helped me grow stronger and more adaptable think about one area in your life where you've been playing safe

maybe a skill you've been avoiding or a fear you've been reluctant to face take us more both step toward it progress comes from those moment of discomfort and the final step find your why the purpose is the Anor that keep you steady when the journey Fells overwhelming for me it was about creating a better future for myself and making my family proud that purpose kept me motivated through long study nights and moment of self-doubt takes time to reflect what truly matters to you

ask yourself what drives me what kind of Life do I not create and your why doesn't has to be grand it just has to resonate with you when you connect your action to a meaningful purpose you find the Strand to stay the curse okay so these three keys curiosity resilience and purpose helped me transform my life they gave me tools to dream bigger work harder and felt proud of the person I become a thriving mind doesn't just unlock the potential it inspires other to do the same so I leave you with this question

what would you do today to help your mind and the minds of those around you thrive because the future doesn't just belong to those who dream big it belongs to those who grow think and act with purpose thank you

Tom Osborn_ A new way to help young people with th Around the world and especially in low-resource countries like my home country of Kenya, mental health problems prevent young people from living independent and successful lives. I was born and raised in a small sugarcane farm. Some of my early memories are those of my younger brother and I walking around and pretending that we owned the sugarcane. But most of these memories were actually from school. My parents and especially my mother, made sure that I knew how much they'd sacrificed for me to have the education and the path to success that they did not. They were very clear that the stakes were too high. There was no room for disappointment. There was no room for failure. When I was 12,

I moved to the boarding section of a local primary school. Here we will wake up at 4am to a set of math problems that we had to solve before breakfast. We'd only go to bed, sometimes after 11, if we solved that night's science problems. In high school, the pressure was even higher. The early-morning to late-night routines were now supplemented by Saturday and Sunday classes. It was here in high school where I began to notice the personal, emotional and behavioral toll that this pressure-cooker system had exerted of myself and those around me. I noticed it, for example, when tired of cramming the production of sulfuric acid, I stopped taking notes or engaging with chemistry in 10th grade. I noticed it when my friend Onsongo tired that his life had been reduced to a letter grade, had enough and quit school.

I noticed it when a schoolmate, whom I will call Otieno, took his own life. But all this time, all this time, what came to mind was that this was life. Life was trouble sleeping or sleeping too much. Life was little interest or pleasure in doing the things that gave you joy. Life was constantly feeling down, crushing under the weight of the feelings of hopelessness. That was life. It was only recently, some five years after high school, that I began to realize that what we thought was life could have, in fact, been mental health problems. Was it possible that we were struggling with depression and anxiety and just didn't know about it? That, in fact, was the case. Studies now show that almost 50 percent

of Kenyan adolescents struggle with mental health problems.

And in such a youthful country, where half the population is 19 years or younger, youth mental health has now become an urgent public health priority. Over the past few years, I've been working to turn this public health problem into an opportunity for young people to reimagine and redefine what mental health care could look like. We're doing this by tackling the three big issues that prevent young people from getting help. One, the lack of mental health experts. Two, the stigma around mental health. And three, the sad reality that most mental health treatments were not built and designed for young people who look like me and have my background. Because we have only two clinicians for every one million Kenyans, and two -- yes, only two -- child and adolescent psychiatrist in the whole country,

we are expanding mental health care access by training Kenyans as lay providers. These young Kenyans are delivering evidence-based care to their peers through a structured and tiered model that ensures that all young people who want can get help. Because of a stigma of mental health that still exists from Kenya's colonial past, we are delivering interventions without a formal diagnosis of mental health, and our interventions focus on building character strengths, on strengthening individual autonomy and on improving overall human functioning and well-being. Because our lay providers work within the communities where they come from, in the school systems that they themselves went to and deliver what is truly a for-youth and by-youth mental health care treatment, we are fixing the divide

between mental health treatment and the social and cultural needs of the communities that they serve. Since 2018, we have used this youth-based model to bring mental health care across Kenya. And what we have found is that this model works. Young people are reporting reductions in depression and anxiety symptoms. They're reporting improvements in their social relationships and in their views about their abilities to change the world. And in what will make my mom happy, they are also reporting improvements in their academic grades. Mental health is not a Kenyan problem. It is not an African problem. This is a global problem. We need big ideas to tackle this problem. And our case for optimism is that our youth-oriented, community-focused model can be a template for the rest of the world. One other early memory from childhood is a story that my grandmother,

Yunita, told me. A long time ago, before the sugarcane farms, before the grass-thatched huts and the round compounds, the animals lived happily because there was plenty in the land and a future to look forward to. But farming threatened the land, and the future was all of a sudden bleak. And so the lion roared. But there was no water. And the elephant grunted. But there was no water. And the cheetah yelped, but there was no water. But when the young antelope asked them to come together and build a well, there was water. There was a future. There was hope. This is our young antelope

moment. Let us come together and let us build a world where all young people, all over the world can flourish and thrive. Thank you.

Transcending addiction and redefining recovery_ Ja Transcriber: Take A Mile Reviewer: Ali Alshalali
I work with people who many of you stereotypically love. They're alcoholics. They're buzzers and they're drunks. They're addicts. They're pill poppers and they're junkies. You see, I've always wanted to understand why people do what they do. Because I believe if I can figure out the why, then I can find ways to help them. Help them find a better life and heal. So I worked as a clinician for probably about 15 years, and I watched as drugs and alcohol destroyed people's lives. I made the decision to go back to school and I got my PhD. Because I thought, maybe, through research I can find some of the answers to the questions that I couldn't answer

as a clinician. And what is really exciting is I'm finding some of those answers, and I'm going to share some of those answers with you here tonight. When I was a clinician, I watched so many people who wanted to get sober, work really hard to try getting sober but they just couldn't. And then again, it wasn't because they didn't want to, but because things just got in their way. So let me tell you a little bit about Anna. When I met Anna, she was trying to get clean from meth. She has probably been in treatment maybe five or six times, and she burned all of her bridges. But she told me she wanted to get clean and so we found her program where she could go. This particular program, was going to be a little bit tough because it's a no smoking program,

and Anna smokes cigarettes in addition to the meth. And she was there for maybe a couple hours before she lit up. There were no second chances. They kicked her out. They actually drove down the road to the 7-11 and dropped her off. She had no money and no phone. And really her only opportunity at that moment, her only choice, was to hitchhike back to the meth house. And that's what she did. I heard from Anna a couple of weeks later and she wanted to try again. But this time, in order for her to get into treatment, she was going to have to go through a detox program. She went to three detox programs before she actually found one that would take her. The first one she went to was a medical detox.

And well, if you're not going to die, they don't want to admit you to the program. There's no risk, why bother? And when you come off meth, it really hurts, but you don't die. The second program she went to, was cash only. She had no money. You can't pay, you can't stay. But she found this third program and they finally admitted her. Ten hours after she was admitted to the program, my cell phone rang. It was 4 in the morning. The nurse on the other line told me that she was done. She had completed her detox treatment. And now they wanted me to come and get her. It's 4 o'clock in the morning. But you see if I didn't come and get her, they also said, they were going to make her just leave. And I knew where

she was going to end up. So I went and I got her, and this is where things actually got really hard. Because, now she is on a waitlist for treatment. We didn't know if it was going to take a day, a week or a month for her to get in. And she had no idea what to do next. Anna is not alone. In America today, there's 23 million people struggling with addiction. And of those, 10% are able to get treatment. And of the people who get treatment, 40 to 60% of them relapse within the first year. So after a year, only about half of the people are still sober. And the question remains, even they've gotten treatment, what will they do when they get home. What's next? And what about that 90% of people

who don't get treatment at all. What are they supposed to do? You see, chances are, their cell phones are filled with phone numbers of people who they drink and they used with. They can go back to the bars and the parties. They really just don't know what to do, because they burned all of their bridges. Think about that for a moment. If you were one of these people, what would you do? Can you even imagine what tomorrow might be like? About ten years ago, I was climbing at the Rock Gym in Boston, Massachusetts, and I met this guy named Scott Strode. And we became friends and climbing partners. Scott! He told me he's on recovery. I didn't really think anything of it

because the truth is we were climbing and we were having so much fun. And there was this one New year's Eve weekend, a whole group of people got together and we went ice climbing. And again, knock it out of the park, we had so much fun. A few weeks after that holiday weekend, Scott told me that it was the first time that holiday come and gone, and he hadn't thought about drinking. He shared with me this idea he had for doing things different. He wanted to take what he had learned from his personal experience on recovery and give it to other people. And me, I thought it was a no-brainer. You see, Scott got sober after years of binge drinking and lot of cocaine. And lucky for him, he wandered into a boxing gym. And then, mountaineering, and then triathlon. And with every mountain he climbed, and with every finish line he crossed

his recovery was stronger. But what he struggled with was the stigma and the shame. Telling people he was on recovery was really hard, and he often felt alone. When I met Scott, it changed my life because I realized something from spending time with him. And that was that people are not their disease. So not long after this great weekend, Scott was very inspired and he decided he wanted to make this happen. So he moved here, to Boulder, Colorado, and he started a program called "Phoenix Multisport," and he asked me to help him. So we created this program, where addicts were no longer defined by their addiction, instead, shoulders to shoulders they climbed mountains

and they inspired others. And in 2006, Phoenix Multisport was born. It is a practical community for people who are on recovery from drugs and alcohol and gets them involved in an active lifestyle.

And through things such as climbing and hiking and running and cycling and strength training, people are finding the strength and the support they need to recover. In Colorado, right now, in Front Range, Phoenix has served over 8000 people.

In case anybody is wondering, we have goals of taking over the world. Public: Yeah! Our instructors facilitate probably 45 events a week, which is really amazing, because what it means is that,

every day of the week there's something for people to do and there's some way for them to connect. They don't have to be alone. The other thing that is really unique about Phoenix Multisport, is that all of our instructors, are what we call peer professionals. Which means, they're in recovery themselves. Because we believe that they're in this unique position of knowing what really works and what doesn't, and what matters most. And they can also connect people into a broader sober community. That as a clinician, I just could never do. It's pretty amazing! The other thing people ask me all the time. If we're just replacing one addiction for another, the alcohol and drugs we're replacing that with running and climbing,

the answer is no. The sport brings people together, but it's the experiences people have: it's the fun and the people that keep them coming back and help them heal. A lot of our members wear T-shirts that say Phoenix Multisport or sober across the chest. You see it's really hard to be tied to stigma and shame when so many people around you are proud of who they are and they're open about their recovery. In the beginning, I told you about that 23 million who were struggling with addiction. Half of the people went to treatment actually were able to stay sober. At Phoenix, three quarters of the people who come to our programming stay sober.

And what's also really amazing

is that when we ask people who relapsed if they'd come back, over 90% of them said yes and that they'd come back without any feeling of shame or guilt or worry. And that's huge, because addictions are chronic relapsing conditions. And if we can get people to come back, at least we can minimize the damage that has been done and get them back on track and moving forward. So we call that a huge win. We also believe that recovery is more than sobriety alone. And our participants tell us that by participating in Phoenix, they actually are seeing benefits. To their physical health. Their mental health. And their quality of life.

So while I've been part of Phoenix Multisport,

I've learned three really important things about recovery. And the first one is people matter. Going it alone by yourself on recovery is really hard. But when you do it together, it just makes it all that

much easier. Second, fun matters! Because if you're not having fun today, you don't see joy, you have no hope for tomorrow. And that brings me to my third point. Tomorrow matters. If we can imagine a better tomorrow and we have hope for our future, and we see a bright tomorrow, it makes dealing with the crap we have to deal with today a lot easier. Together these three things are creating a tipping point, Where living sober is just a little bit easier. It's a little more accessible. It's valued. And before I leave tonight,

I have one last thing because I think this is really important for recovery or beyond, and that is that people are not their disease. It doesn't matter if they struggle with addiction, diabetes, depression, cancer. It's a piece of who they're. That's it. And when we tell somebody struggling with addiction, that they're an addict or a junky, what we're telling them is they are their disease. What I want you to think about: they're actually the person sitting next to you. It's your mother and it's your brother and it's your sister. It's your cousin, it's your best friend, it's you. They're also teachers and mentors. They're engineers. They're doctors. They're lawyers. They're even presidents. So you remember Anna?

While she waited to get into that treatment program, she came to Phoenix Multisport everyday. I had a lunch with Anna a couple weeks ago. She has been sober for five years.

Anna was and always will be more than her disease. And the people that I work with at Phoenix Multisport, you might not agree, but I got to tell you, they're not just alcoholics and drunks and boozers, addicts and dope fiends. They're so much more. Thank you.

Trauma is everywhere_ but so is resilience _ Sherr

years ago a woman came to see me for help with an abusive marriage she was an emt who worked for a local ambulance service she was smart and strong and emotionally tough as with other clients and violent relationships i took her through the standard services a dangerousness assessment and a safety plan these always led to the same recommendation to leave everything behind and go to a shelter she didn't like that idea few victims did the closest shelter was more than a 40-minute drive away and she had to be able to respond more quickly than that at her job she had a different plan a plan that didn't involve

losing her job and adding a financial crisis to her marital one her plan involved money something still seldom emphasized in counseling she reckoned that in about six months she could get her own apartment and start divorce proceedings if she was careful about saving her money in the meantime she'd work as much as possible and steer clear of her husband as best she could and that's what she did a very impressive woman now when i look back to my encounter with her the surprising

aspect is not her pragmatic determination nor her commitment to making her community safer even in the midst of her own crisis rather the surprising part is how poorly my psychology training prepared me for that moment she found a course of action that even today few psychologists would recommend

psychology still doesn't recognize how common such experiences are or all the ways that people respond to them that's resilience all the things we do and all the help we get from others to overcome trauma i wrote those words over a year ago when this tedx university of the south event was originally scheduled for march 2020 before the pandemic interrupted it in the original version of my talk i next planned to gesture to the audience and ask them to consider how many in the room had experienced trauma even before the pandemic i knew that the answer was probably all of us now trauma is all around us with people dying from covid every minute and that doesn't even include the trials of health care workers or the vulnerability and anxiety we've all experienced the pandemic has added to our dose of trauma

which is the cumulative lifetime burden of all the adversities we've experienced that dose will remain with us even when the pandemic is over it's hard to talk about trauma but now more than ever we need to back when i was in graduate school the only place i heard much about trauma was the student lounge the cliché shared there was that everyone gets clinical training to figure out their own families that was certainly one of the reasons i was there i grew up in a home with depressed and alcoholic parents who likewise grew up in similar homes where they too experienced a lot of trauma even today many in my extended family struggle with substance abuse and that often contributes to cascades of other traumatic experiences for a long time even years after grad school my past made me feel different from other professionals

however thanks to better data i now know i'm not unusual most people in the united states and around the world experience trauma which includes not only family dysfunction but also bullying discrimination and other adverse experiences outside the family including pandemics as a psychology professor i've been studying these issues for more than 20 years on and around this mountain my team and i have interviewed more than 4 000 people and we found that more than 8 in 10 experienced victimization which includes such things like child abuse and community violence if you count other losses such as the death of a loved one then the number was north of 98 percent even before the pandemic sooner or later everyone experiences trauma or speaking as a parent the sometimes even greater challenge of watching loved ones suffer even in countries with incredible social

safety nets like canada and sweden you see similar numbers no society has figured out how to eliminate trauma now i've been told that's a pretty bum message but i think that that's the wrong

way to look at it because if trauma is common then so is resilience take that emt i learned from her and so many others that there is extensive untapped wisdom about coping with trauma once you realize how common trauma is it seems even stranger that we avoid talking about it psychologists are as bad as anyone about this maybe worse my professors hardly ever spoke about trauma or if they did they talked about it as if it was a rare and extreme experience may be true for vietnam vets but not the rest of us i can't recall a single professor or clinical supervisor ever disclosing a traumatic event from

their own past and because they never talked about anything bad happening to them they also never shared what they did to cope with the bad things that must have happened even today health professionals seldom publicly acknowledge their own trauma but i often wonder what would therapy look like if it was based on the ways that therapists cope with their trauma instead what i learned in my clinical training is the importance of acting like you have your life completely together now there are some good reasons for this you don't want to seek psychological help from someone who looks like they're on the verge of a breakdown i totally get that you don't even want to watch a ted talk from someone who looks like they're on the verge of a breakdown so here i am today practicing many of the skills i learned

i look pretty put together don't you think i did my hair and this is a new dress but you can take that too far if you pretend that you've never had a hair out of place in your whole life you can lose empathy for those who are in crisis they become the other even worse our perfect professional personas make it harder for our clients to see pathways to resilience because it looks like you must avoid adversity to create a good life perhaps because of this pretending psychologists used to treat resilient people like unicorns remarkable and rare but it turns out that resilient people are like squirrels we're everywhere any group includes people who have overcome trauma and many of the most accomplished people in the world have significant trauma histories instead of pretending that our lives are perfect we should be

wearing the traumas we survive like badges of honor there's so much we can learn from people who have experienced high doses of trauma but still manage to create good lives so i shifted the focus of my work to understanding the wisdom of resilient people by this time i had come to this mountain not far from where my parents grew up rural appalachians like trauma victims are often described in highly negative and stereotyped terms but as far as i was concerned i thought this mountain was a great place to study surviving and even thriving after trauma many communities in this region don't have a lot of financial wealth but they have other more important kinds of wealth using focus groups interviews and surveys my team and i work to identify the underappreciated strengths of resilient people

if you create a safe space then people are willing and even eager to share their stories i met a 16 year old boy who was bullied a lot when he was younger his solution was to join the football team where he eventually rose to be a co-captain work work work is what he told me day in and day out when i met him he and his teammates were at the weight room on a hot summer's day the rest of the school was deserted but there they were working together no one bullies him anymore and he found his purpose mentoring other students i found that a sense of purpose is the most important ingredient for resilience he also found two other important ingredients a healthy routine and a supportive group of peers people around here also use humor to cope one focused group

of parents joked so much about mistreating their kids that i worried that an outsider reading the transcript would think they were disclosing real child abuse but they were laughing so hard along with my interns and me that i didn't have the heart to ask them to stop those parents had all experienced a lot of childhood trauma and they could have bragged that they were proud to break the cycle instead they cracked jokes that powerfully communicated the contrast between their own childhoods and the lives they had created for their families thanks to them we now ask about humor and have found that is another key resilience skill save money exercise join an organization crack jokes to lighten the dark times connect to something larger than

yourself whether it's parenting supporting peers or making your community safer perhaps these are familiar to you because they're what many people do to overcome trauma these are the kinds of things i did to overcome my own traumatic experiences including being here today where i'm working on my purpose to help reduce the burden of trauma the science is finally starting to catch up to this community wisdom showing that exercise volunteering and many other activities help with depression and anxiety just as much as psychotherapy and drugs purpose and stability and connection can help us create good lives despite all the unavoidable pain think about the people you know yes those are faces who've suffered trauma but those are also faces of resilience our traumatic experiences are important parts of who we are they never really go away and we must come to terms with acknowledging them

however trauma is not the most important thing about you the most important thing is what happened next what you did to make it to today it took scientists a long time to appreciate the importance of trauma dose the wear and tear on our bodies and minds that happens when bad things pile on and add up now science is finally starting to realize the dose is important for resilience too you can pile on and add up the good stuff whether it's your own strengths or the help you get from family friends and community the latest science suggests that higher doses of good things can counteract even large doses of trauma in the post-pandemic era this insight will be more important than ever when i look out on this room today i see strength resilient fellow speakers

and organizers who helped make this event happen despite the pandemic if you are watching this i hope you appreciate what you've done to make it to today and that you will take a chance and find a safe space to share your story because i believe that only sharing the truth about trauma and the ways we overcome trauma is the path to a better world there are a lot of your fellow squirrels out there and i think they would be glad to meet the whole you thank you

Uncovering truth with faith and reason _ Josh Loom Thank You Leanne for showing that video that absolutely puts no pressure on me whatsoever right before the amazing video but as Leanne said the purpose of my talk today is to address this this perception of the relationship between science and religion that there's this belief that the two are at odds with one another and that we do have to choose between the two and I thought I'd start my talk with a popular image that I think most of you have seen at some point and I'll start with one of these images it's usually called the Jesus fish or if this in Greek and we see these on magnets and on cars and t-shirts and it's a symbol of the Christian faith very often it's just an outline or it can have the word Jesus in it or even a little cross for the eye and Christians proudly put these these magnets on their car to let others know of what their beliefs are well about a few years ago we start seeing derivatives of the Jesus fish that we we

call the often called the Darwin fish and I know everyone has seen these they almost always have little feet on them and sometimes have the word Darwin or evolved in there I've seen those with with feathers and fins and all kinds of evolutionary changes and these are usually put on cars of people that that have rejected traditional religious teachings and have embraced reason or science and so we we had these two opposing images very simple but they represent hundreds of years of fierce animosity between these two groups and every once in a while topics like evolution or global climate change or now we've seen recently year's vaccine safety seems to reignite that this seeming hatred between the two groups and there was another breed of these little symbols that makes me chuckle every time I see them I've named him kind of fighting fish that that actually shows the two fighting with one another and on the left you see the the Jesus fish eating the Darwin fish again illustrating that that the Christian

faith is you know more powerful than then and then on the right I did I did trace that it took me like four hours to trace that but I did create it of a t-rex eating the Jesus fish again from the other side to show that that reason is is more powerful than religion so and that's really getting at the the gist of my goal today is is to dispel this myth that the two have to be at odds and and about a year ago one of my buddies forwarded me an image that I tend to like more and actually sparked a book not too long after his create it's called kissing fish and it shows the Jesus fish in the Darwin fish in harmony the little hearts show that they're in love with one another and and this was created by someone that that wish betray that the two can be in harmony that the two are not mutually exclusive entities that that have to be at odds with one another and again that that's my goal for the day is to dispel this

myth that you have to choose and so before I really get into my own beliefs on this

it's important for you to have a basic idea of where I'm coming from well growing up I grew up in a Christian home from the time I was five or six I was attending my local Baptist Church and like any good Baptist we didn't go to church just on Sundays we were there Wednesdays and sometimes another day of the week I read my Bible every day and had finished the Bible several times by my tenth birthday I was baptized relatively early on in life and I continued to be a devout Christian all the way through the middle of my high school years at the same time my childhood was filled with one of wonder for the natural world I know it may be shocking to many of you might my students especially that was it was kind of a nerd as a kid at one point I had the nerd trifecta of equipment I had the microscope the chemistry set and the electronics set while my brother had the football and basketball and all the athletic equipment but I really loved science I loved asking questions and exploring the world around me and that

that passion for science only grew the older I got again heading into my high school years well about eleventh grade I found that I started to kind of diverge away from my faith and there was nothing definite that occurred that caused me to walk away from my faith it was really just a busyness that an older high-school student gets with my studies and I began a job that caused me to have to work on Sundays and so by the time I went into college and ultimately entered into graduate school my ph.d program in microbiology I had completely walked away from my faith I had stopped attending church I hadn't picked up a Bible in years and my first few years of grad school were some of the intellectually most fruitful years of my life I was learning new molecular techniques every day and applying them to discover the world and I was just fascinated by this concept that I could use these techniques to discover something that no one had ever thought of before and I can ask

questions that no one had ever asked and it really just continued to ignite my passion for science but and so if I stop my talk right here you would think that I had made a choice that I chosen science and reason over my faith but something strange happened about my third year of grad school the intense scientific training that I was receiving ignited very powerfully a curiosity that always and always had inside of me and it caused me to start asking questions big questions like what is my purpose in the world how do I attain inner peace what happens to me after I die and I wrestled with these questions for four months going on websites looking for answers and I realized I just didn't have the tools necessary to address these questions and so there I was about 23 24 years old back in church for the first time in about seven years and I've been a devout Christian ever since then so it's kind of strange that it took science to lead me back to God that I was that that that search for knowledge led me to seek a

higher knowledge so to speak so let's get back to the original question how do i reconcile the two how do i reconcile my my strong faith with my passion for science well I think the answer lies is very simple is that don't see the two as competitors so let's start with science everyone knows generally you've all had a biology class in high school and in chemistry classes but science I see in very simplistic terms as as a methodology it's a tool that we use to systematically answer questions and solve problems science has given us the ability to defend ourselves against infectious disease it's allowed us to see the intricacies of a single cell and and ultimately explore our outer space our galaxy however like any tool science does have limitations and one of the major limitations that science has here is that science is limited by the technology of the day so I think a good example of this being a microbiologist of course I was going to use a microscope example if you look at the early microscopes of the 16th and

17th centuries they were relatively crude by today's standards they were basically just slightly more powerful magnifying glasses and so the images that you would get from these microscopes you could barely see any detail of even large cells well fast-forward a couple hundred years we out now have microscopes that can see at the atomic level that can see fractions of a nanometer and just to show you an example of this on the left oh sorry I thought that was my laser pointer on the left you see a picture of staph aureus this is the famous staph that is what MRSA is and and this is taken with a microscope that most bio one students would use its called a bright field microscope and you can see all little purple dots and those are individual staff cells on the right is an image taken with a scanning electron microscope which can take images that are several hundred thousand times zoom din and you can see much greater detail in that image now the point I'm making here is that staff was always that

detailed back in the 16th century that is what staffed look like it's just we didn't have the technology at the time to fully appreciate the complexity and so as technology advances we will see deeper and deeper into things so we are limited by this technology another limitation of science is that it it can never be used to absolutely prove anything and I know it's giving me something weird to hear could be in in I think common culture you hear statements like science has proven this or science has proven that science generates data and that data can lead us to make conclusions and we can be very confident in those conclusions but someone could do an experiment tomorrow that caused me to completely re-evaluate what my conclusions are so you can never really prove anything beyond a shadow of a doubt a third and final there are more limitations its third major limitation of science is that it can't provide answers to aesthetic questions for instance why a certain painting is considered beautiful to some or to me

that's kind of creepy or her eyes seem to follow you talk about perception wherever I go Monalisa is looking at me so where we can have different opinions you can never do an experiment to prove

why you love your child for instance and the kind of topic of my talk you can never use science to prove or disprove spiritual matters you're never going to do an experiment that disproves the existence of God we as I told you we have a harder than hard enough time proving what we can measure it's certainly not gonna be possible to prove what we can't measure so religion like science is a tool okay it's a tool that we use to answer questions it's just the questions that it's targeting our different these are questions relate to the spiritual or the supernatural world where a science addresses the measurable natural world and when use property when used properly religion can provide a person with inner peace in the midst of trouble it can provide meaning to a person's life and it can spark people to amazing

acts of of generosity and kindness so the way I see it and this is really just a simple diagram I see science and religion both as tools different tools asking different questions but trying to arrive at the same goal which is ultimately to find truths okay and in the case of science the truth that it's seeking is truth related to the natural world the natural measurable world and religion again is tool being used to seek truth it's just truth related to the supernatural role the spiritual world so they're like a screwdriver and a hammer both great tools goal both practical excellent when you use them properly but pretty much useless and and sometimes dangerous if misused when you use science and religion together and you embrace both and it allows you to have a more comprehensive view of the world around you so where it is all the animosity come in and again I'll use my my great artistic ability in this diagram I think the the problem comes when people misuse or purposely

misrepresent both tools well it be science and religion okay I'll give you example religious texts that were written several thousand years ago were never intended to be used as a scientific document if I want to find the cure for HIV or understand how cancer cells spread from one place to another in a person's body I probably won't find the answers in the Bible or the Quran similarly science was never intended to invalidate someone's religious beliefs it was never meant to be used as a weapon to demean or belittle someone for their their belief in God the so the problem here in lies is it's not so much that we have these tools it's the tools just aren't being used properly it's like taking a hammer and trying to use it as a screwdriver or vice versa so where do we go from here I think that the answer is simple we keep using our minds to question our surroundings we keep an open mind and and ultimately we realize we don't have to choose okay you can have the best of both worlds you can accept what science

has to offer and and trust what hundreds of thousands of hours I know because I contributed a lot of those hours to contribute to the scientific data and and trust that data it's okay to believe that the earth is billions of years old and that humans have come about from millions years of evolution and it's equally okay to believe that God played a role in those events that God gave us science as a to help us better understand the world that he created so it's okay to believe in a world that we we in

God in a world that we can't measure and still trust that we can measure so you can question and still have faith and I know because I've lived it for the last fifteen years and I haven't arrived on all my answers yet but I know and having science and religion in my toolbox I hope to find those before I die hopefully very many years from now so I thank you for your attention you

Understanding Allahu Akbar in Islam _ Sandra Akkad Translator: Gianna Carroni Reviewer: Denise RQ "Oh, mankind! We have created you from a male and a female, and we made you into nations and tribes, so that you may get to know one another." "Oh, mankind! We have created you from a male and a female, and we made you into nations and tribes, so that you may get to know one another" - chapter 49, verse 13, the Quran. This verse is over 1,400 years old. It happens to be one of my favorites. It's as meaningful as it can be, during the times that we are living right now. We are currently living in a time where anti-Muslim sentiment is at an all-time high. In fact, the last time I can recall not feeling this way is in September 10, 2001. My biggest worry was if I had made

enough cupcakes for my youngest daughter's birthday, her fourth birthday on the following day, September, 11. Little did I know that on the following day my whole world was going to come crumbling down. I'd be forced to walk into a world full of contradictions, anguish, and fear; a world where Muslims became "the other." I stepped into a world that would challenge my faith and many friends'. On one hand, some of the worst crimes against humanity were being perpetrated in the name of my faith because of a warped and distorted ideology; an ideology that would rob Muslims all over the world from two of the most revered words in Islam: "Allh u Akbar," "God is great." These words are a bedrock

of strength and comfort. Muslims all over say them daily. In our call to prayer, we say, "Allh u Akbar, allh u Akbar," In wonder, we say, "Allh u Akbar," in frustration, we say, "Allh u Akbar!"

It feels good.

In sorrow, we say, "Allh u Akbar," and in affirmation, we say, "Allh u Akbar." But "Allh u Akbar," unfortunately, would come to connote terror for some, so Muslims all over the world would become fearful of just reiterating these words in public. Because just saying these words could clear a room - Didn't work here -

could get a Muslim escorted off a plane, or worse, start an interrogation. On the other hand, I was being held accountable for the heinous acts, heinous crimes of an extremist element

that was as foreign to me as the next American. Everything about me was being judged: my faith, my choice to wear hijab; even my existence in America was questioned. Mind you, my grandfather

immigrated here over 100 years ago: June 23, 1914. His route was Palestine, Liverpool, England, came on a ship called "The Dominion," and docked into Philadelphia. We are part of the American fabric.

I recall a time, 2002: I was in my car, with my three children, my son and two daughters, all under the age of 10. I was driving, and I stopped at an intersection, at a light. This man comes and stops right next to us, and he spat out, "Go home! Go to your country, get out of here!" This man made a decision that we did not belong here

because of my hijab. As distressful, as disturbing as his ignorant words were, what shook me was when I turned around to check at my children, I saw something I had never seen before: my children were stricken with fear. That was a defining moment. You could only imagine how I felt. Muslims all over had been feeling that way, and some still are, but instinctively, we wanted to remedy the situation, we wanted to make it all better, because we don't like problems. Naively, we went, and we took out our American flags and we hung them all over as though to validate our patriotism. It didn't work. Because the problem had much deeper roots. And even though the Muslim American community is one of the most law abiding communities,

one of the most educated communities in America. I mean, we produce multitudes of doctors, lawyers, engineers, educators, we are part of the defense forces; some have given the ultimate sacrifice, their life, as in the story of Captain Humayun Khan, 27. He was killed in Iraq, trying to protect his troops in 2004 - Allh u Akbar! - leaving behind him a Gold Star mother, and father, and family, and friends. But that, still, wasn't enough because some of us, would choose to dehumanize, to marginalize rather than to empathize. And even when young Muslim Americans did everything right, as in the case of Deah Barakat. 23, second-year dental student; his bride of six weeks, Yusor, just got into dental school; her sister Razan, 19, first-year aspiring architect major; - all lived in Chapel Hill,

North Carolina - they did everything right Allh u Akbar! They volunteered, they fed the homeless, they provided dental care to refugees abroad, they cooked out of their own kitchens to feed the homeless. But it wasn't enough. Because on a ill-fated day, Tuesday, February 10, 2015, their neighbor would choose to barge into their condominium, their safe haven, and shoot each and everyone of them execution style. Allh u Akbar! Their perpetrator's social media spewed with vitriolic, Islamophobic, racist hate. Allh u Akbar! Dehumanizing the other is an insidious culprit. On some level, I honestly think we've become desensitized to it. The more we condone

the dehumanization of the Muslim, the more we tolerate the violence, the military invasions that are occurring and have occurred in Muslim and Arab countries. So the hundreds of thousands of

innocent children, and women, and men are all justified under the pretext of collateral damage. Allh u Akbar! This is wrong. This is not the kind of tolerance we should be striving for. Everyone of those children, women, and men had a name, had a face, had a story, had a purpose. What was our purpose? Muslim Americans are just the latest knot on a long rope of injustices. And now we are hearing rampant demagoguery, that's just going to add more knots and more injustices. We hear talk about building more walls, apartheid rhetoric, surveillance, enforced IDs, mass deportations, closing borders,

prohibition of religious expression, banning immigration, banning Muslim immigration, denying refuge to innocent children, women and men, who are fleeing the worst catastrophic humanitarian crisis we are going through in this era. Allh u Akbar! So, what can we do about this? How do we unravel the knots? It is time we stop humanizing ourselves at the expense of dehumanizing any other. We cannot succumb to our fears Because when we do, our judgment is impaired. For three years, after 2001, I would take my daughter's cupcakes to school on September 12, instead of September 11, her birthday. And I did that so no one would ever misconstrue my intention. It wasn't until my own daughter questioned me about why it is that I did not deliver her cupcakes on her birthday, like she was entitled to;

that was my real defining moment. But it occurred to me that, unintentionally, I had invalidated one of the happiest days of my life, her birthday; as if I gave myself permission to rewrite the beginning of her story. No one has the right to rewrite anybody's story.

How are we going to unravel these knots? We go back to proactively getting to know one another. We need to start listening, listening to each other's stories. We need to allow other voices to permeate through our walls. Each and every one of us has their amazing, unique story. Individually, we are unique. Collectively, we share the common story, we share an American story. We make America great with our stories. We share Yusor, Deah, and Razan's story. It's a story of immigrants, of compassion, of giving, of loving, of caring. We need to go back and find

the value in each other's stories, But just as important, we need to create value in our individual stories. What is your story? "Oh, mankind! We have created you from a male and a female, and we have made you into nations and tribes, so that you may get to know one another." Allh u Akbar!

Unwavering Focus _ Dandapani _ TEDxReno

Translator: Rhonda Jacobs Reviewer: Peter van de Ven When I was growing up as a child, I was teased very often for being so distracted, teased for not being able to concentrate, and you know, had I not been born a few decades ago, I probably would have been given one of those colorful

acronyms like ADD or ADHD, branded and probably drugged for not being able to concentrate, right? It wasn't until I was in my early 20s when I graduated from university - I grew up in Australia - and I left and went to Hawaii where I joined my guru's monastery, it was a cloistered, traditional Hindu monastery, where he taught me how to concentrate. And that's what I want you to keep in mind, this concept of being taught how to concentrate.

It's in my humble opinion that most people can't concentrate today, for two reasons. One is, we're never taught how to concentrate; and second is, we don't practice concentration. So, how can you do something if you're never taught how to do it? And how can you be good at something if you don't practice it? Let's take a little survey here. How many of you here in the audience, growing up in school, were formally taught how to concentrate? Can we have a show of hands? Like, formal training in concentration, in school, like classes every week. Okay, one person... two people in this entire audience. Right. So, here's a question for you: How many of you in this room here, growing up, were told to concentrate?

Isn't that amazing? People tell us to concentrate,

but they don't tell us how to. And I got told to concentrate all the time. "Dandapani, concentrate on eating your food." "Dandapani, concentrate on doing your homework." Anybody want to show me how to do it? How many of you here have children? Okay, how many of you tell your children to concentrate?

Do you show them how to? No, right? And then you wonder why they can't concentrate. You can't expect somebody to do something if you don't teach them how to do it. And then if they want to be good at it, they have to practice it, right? So, if I wanted to play for the Chicago Bulls or dance with the San Francisco Ballet company - you know, I ask people this question all the time in my talks, I ask them: How many hours a day should I practice? General answer's usually

about eight hours a day, six days a week. And then I ask them, so after six months, can I play for the Bulls? The answer's usually no. After a year? No. But I'd be better at basketball, right? I'd be a better ballet dancer. So, imagine if you practice distraction eight hours a day, six days a week, what would you be good at after six months? Distraction. After a year? You'd be really good at distraction. After a year and a half? You'd be an expert at distraction, you'd write the New York Times bestseller on distraction.

TEDx would invite you to come

and give a keynote on distraction. You'd get on stage, you'd be so distracted, you'd forget what you

were supposed to talk about. That's how good you are. Alright.

But the truth is, we don't practice distraction eight hours a day, six days a week. The truth is, we probably practice it more like 16 hours a day, seven days a week. The average person sleeps about seven to eight hours, just say, roughly, so we're awake for about 16 hours of the day. Let's just say on the average, we're practicing it 13 hours a day, seven days a week, distraction. And then you wonder why you're so good at it. That's the law of practice. The law of practice is that we become good at whatever it is we practice. Whether it's positive or negative, it doesn't matter. If you practice something over and over and over again, you become really good at it. And that's why people are so good at distraction, because it's what they practice. Why aren't people good at concentration?

Because they're never taught it, and they never practice it. They don't need to be drugged. They just need to be taught how to do it. Children don't need to be drugged. They just need to be taught how to concentrate. Then they need to practice it, just like anything else, to become a good tennis player, to become a good dancer, a performer, anything. Practice, practice, practice. And then people say things like technology are great distractors, right? Smartphones. "Oh, I have this thing, so distracting, my smartphone." The internet. Are they distractors? I'd like to say no, first, and then yes. But mostly no. Why? Let me tell you a story. When I left Australia after university and went to Hawaii to be a monk, it was a very traditional monastery

so when you join the monastery like the one I did, you literally have to give everything up: your family, your friends, everyone you know, everything you owned. And when you got to the monastery, you're given a set of robes, a set of beads, and a MacBook Pro laptop.

Yes, I did say a Mac. So, every monk got a Mac, and when iPhones came out, we had an iPhone as well. And it's really interesting- it's always fascinating to me to see people's reactions when I tell them about monks with Macs. You know, and I remember this lady once, that came to visit the monastery, and she asked me a question, and I said to her, "Why don't you send me an e-mail, and I could e-mail you back a response my teacher wrote up, and it will give you some nice insights."

She looked at me kind of strangely and finally asked, "Is it okay for monks to use e-mail?" I said, "Of course it's okay for monks to use e-mail, as long as there are no attachments."

Some people are just getting it now. So, technology in itself is not a bad thing. It's actually a beautiful thing, as long as we're in charge of it. But if every time your iPhone beeps or makes a sound and you turn to it, and you go, "Yes, master. How can I serve you today?" then you live in that world of distraction. It's training you to be distracted. But if you actually use technology, then technology is not a bad thing. When I said yes, earlier, that technology can be distracting, there are

some aspects of technology that can be distracting. For example on the Mac you have notifications that drop down,

but that's as easy as clicking on it and turning it off, turning off those notifications and not responding but choosing what you want to engage with. So, technology in itself is not a bad thing. The question is, do we choose to engage in it or not? So, how do we become good at concentrating? We start by understanding the mind. Right? All of us have a mind. It's the most powerful tool in the world. It built a smartphone, it's put machines that drive itself on Mars. Yet there's no manual for the mind, right? When was the last time you saw a manual for the mind? Yet you buy a point-and-shoot camera whose only purpose and duty is to point and shoot; it comes with a 100-page manual. Yet we have the most complex tool in the world, our mind, and there's no manual. So, the first thing I learnt

when I went to the monastery was to learn how the mind works. Because once you know how the mind works, you can control it, and once you can control it, you can focus it. You can't focus or concentrate something you don't understand. So, how does the mind work? From the monk's perspective, from the monk's experience of the mind, there are two things that you need to understand. One is there's awareness; and one is the mind. I'll take a few moments to explain this to you and share what they are. Imagine awareness as a glowing ball of light, like an orb that can float around. Okay? So, that's awareness. Now imagine your mind as a vast space, a vast area with many different sections within it. One area of the mind is anger, jealousy, food, sex,

happiness, joy, science, art. And this glowing ball of light called awareness can travel within the mind, and it can go to any area of the mind it wants to go to. And when it goes to a particular area of the mind, it lights up that area. When it lights up that area of the mind, you become conscious of it. So, give you an example. Your friend invites you to go see a movie, for example: "Hey Doug, do you want to go see Mission Impossible 16?" "Sure, let's go." Okay, so you go to the theater, you sit down, the lights are all on, you're chatting with your friend, the lights dim, the movie starts. And if it's a really great director or producer, he or she can take your awareness to any area of the mind they want you to go to, right? They can take you

to a sad area of the mind, to a happy area of the mind, the movie can get really exciting, thrilling, suspenseful, scary. And 90 minutes later, you see two words on the screen, and it says, "The End." And you turn to your friend and you go, like, "Wow, that was an amazing movie." But you paid \$13 or \$14 or \$15, or whatever it is, to allow the director to take your awareness to different areas of the mind. And this happens on a daily basis - each day we allow someone or something throughout the day to take our awareness from one area of the mind to another. When we allow a person or something to do that, we're being distracted. The art of concentration is the art of keeping awareness, that ball of light, on one thing for an extended period of time. Every time that ball of light

drifts away, we bring it back. It drifts away again, we bring it back. Right? So, that's the theory, you have awareness, and you have the mind. You are not the mind - when people say, 'My mind wanders all the time,' technically, that's a false statement. What wanders is your awareness; your awareness is moving within your mind. So, that's the theory of it. So, let's do a simple, little practical exercise to see if this actually works or it's just some monk Voodoo talk, okay? For that, I need audience participation. I need all of you to sit up straight in your chair, okay? If you have anything in your lap or hand, just place it down on the ground. Sit up straight in your chair with your spine straight. If you're leaning back, just sit forward a little bit. I want you to close your eyes, take a slow, deep breath in, and I want you

to become aware of the room, become aware of the chair that you're sitting on, become aware of any sounds that you might hear, the sound of my voice, the humming of the projector or air conditioning. Now I want you to become aware of the most recent wedding that you attended. Do you remember whose wedding it was? Who was getting married? Did you approve of the marriage? Try and think everything you can about the wedding. Did you go by yourself? Did you go with your family? Was it a large wedding, hundreds of people, or was it small and intimate with maybe 20-30 people? How was the food? Was it good? Was there alcohol? Did you drink a lot? Do you even remember how much you drank? Do you remember what the bride was wearing? Did she make a good choice?

Now I want you to remember the most recent holiday that you went on, the most recent vacation that you went on. Do you remember where it was? And what kind of vacation was it anyway? Was it a yoga retreat? Was it a wellness trip? Was it educational? Was it adventure? How long did you go for? What was the weather like over there? Try and think everything you can about this vacation. Did you spend a lot of money? How was the food? Spicy? Bland? Bad? Did you get sick eating the food? Now your eyes are still closed, I want you to become aware of the room again. Become aware of the chair that you're sitting on, the sound of my voice, humming of the air conditioner or projector. Now slowly open your eyes and settle back in your seats again. Okay, that was a very simple exercise

to prove two things to you. One is, there's a clear separation between awareness and the mind; and second is, you can actually take your awareness and move it to any area of the mind that you want it to go to, because you just allowed me to do that. I took your awareness from this room, becoming aware of this chair that you're sitting on, the sound of my voice, the air conditioning, the projector, and you went to the wedding area of the mind, and the longer you stayed there, the more you thought about the wedding. How do I know you were thinking about it? Because I had my eyes open and when I asked you a question like "Did the bride make a bad choice?" some of you went, like,

mm-yeah,

with a dress, yes! So, I knew you were thinking about the wedding, right? And then you went

from the wedding area of the mind, and you traveled all the way to the vacation area, and you stayed there, and while in the vacation area, you weren't thinking about the wedding or about the room. And then you went from the vacation area of the mind back to the room again, and I made you think about the chair, the room, and you weren't thinking about the wedding or the vacation then. And this is what happens all day. We allow people and things around us to take our awareness from one area of the mind to another, all day long. From the time we wake up, and therefore we become distracted. To be concentrated is to be able to keep your awareness on one thing for an extended period of time. How do we practice this? We practice this by doing one thing at a time throughout the day.

What's the best way to develop concentration? The best way to develop concentration is to bring the practice into our everyday life. Look at opportunities throughout your day. In your average day, ask yourself, what's a great opportunity to practice concentration? How many of you have a spouse or partner that you live with? Quite a few of you. Every time you speak with your spouse or your partner, keep that ball of light, that awareness on that person. It drifts away; bring it back. It drifts away; bring it back. The more you practice this, the more you become better at concentration. Give her or him your undivided attention. So, if you speak to your spouse for two hours a day, what a great opportunity to practice concentration. Every time you speak with your child,

practice concentration. Parents come up to me all the time and say, "Dandapani, how can I teach my children to concentrate?" Very easy: you learn to concentrate first. You know, there's an old saying that goes: Monkey sees, monkey do? You know? And if you can't concentrate, you can't expect your child to concentrate. And if you don't teach your children how to concentrate, how can they possibly learn how to concentrate? They can't. The benefits of concentration are endless, right? When you're able to concentrate, you're able to focus all your energy into a single given point. Life is a manifestation of where your energy's flowing. And if you can't concentrate your energy, the things you want to manifest in your life becomes very challenging. So, learn to concentrate

by doing one thing at a time. Bring this practice into everything that you do throughout the day. Make it a part of your life. Practice, practice, practice. Keep bringing awareness back, and keep it focused on one thing at a time. Share this knowledge with your children. Be an example for them so they can grow up. Let's stop drugging our children, and solve the simple problem by teaching them how to concentrate and helping them to practice concentration. Be unwavering in your focus. Proceed with confidence because life is meant to be lived joyously. And it all begins by learning how

to concentrate, and staying focused. Thank you very much everyone.

Using 5 minutes of Self-Care to Survive Burnout _ thank you

I was laying in a hospital bed I felt like the walls were closing in on me my doctor was trying to talk to me and I could not hear him people were near me and I could not feel them my eyes were blurry and I could not see all I could feel was the Rhythm of my heartbeat it was beating so fast and so irregularly that I almost could not catch my breath to speak this was the day that I was diagnosed with non-small cell lung cancer you couldn't have told me that 25 years old I would be facing such a difficult fate my doctor is confused without the typical markers of a lung cancer patient how could I be facing such a difficult

diagnosis but on that day my heartbeat was trying to communicate a message to me that my body had been trying to tell me for a long time that I had failed to take care of myself as a public school educator I thought that it was my responsibility to devote all of my time and talents to the community that I was serving I would spend extra time attending the extracurriculars of my students volunteering for committees so that I could be an advocate and a voice for the families that I served all the while not finding balance for myself and taking care of my needs and on that day my heartbeat was the reminder that I needed to put myself first fast forward I am now in cancer treatment I'm thinking I got this I'm going to chemotherapy still volunteering on all the Committees and still going to work meanwhile that heartbeat it was still beating irregularly because

I was still not prioritizing my care and I thought as a black woman I have to work twice as hard as my peers to show that I am capable and then taking a step back would show that maybe I wasn't strong enough to do the work so I kept pushing until one day I could not get up I was trying to get ready for work and my body laid there lifeless I told myself get up but all I could do was lay there and feel that same rhythm of my heartbeat and that was the reminder I needed to put myself first and I am not alone according to a study from the University of Pennsylvania when in two black women faced chronic illness due to stress imagine if one out of two black women that you know cannot control the rhythm of their heartbeat every day and then have to show up to work or other spaces that they occupy and wonder if people think that they are not competent or do not belong there that is the experience of one of my

friends fast forward I am now uh in one to two years in remission and I'm catching up thank you I am one to two years in remission and I'm catching up with my girlfriends and one of them tells me that they've just been diagnosed with a chronic illness they're on three different medications and they are simply tired now I'm thinking it's my job to tell her you've got to prioritize your care take time for yourself but she tells me taking time does not put food on her table clothes on her back or pay for

that health care that she needs to prioritize her care and once again I am reminded that for many especially black women self-care is considered a luxury and not essential for our survival fast forward we are now in the covid-19 pandemic and though we have navigated this difficult time together for many people we're still we have

learned to prioritize language around self-care we started to talk about boundaries between work and home prioritizing time with friends and family meanwhile according to a study by The Brookings Institute black women are still three times more likely to leave the job due to stress since the pandemic imagine if tomorrow all the black women you knew were no longer in the spaces that they occupy simply because they are tired of being hyper visible and invisible all at the same time

that is the experience of another one of my friends we were catching up since the isolation of the pandemic and she tells me she quit her job now I look at her in shock because I'm like I know she takes care of more than just herself but also her family but she tells me that a paycheck is not worth her sanity and she is tired of being expected to show up to be all things to all people meanwhile those

same people didn't see her for who she was and you know what she was right for her leaving the job was that thing that allowed her to slow her heartbeat down and while we don't want people to leave the spaces we have to find that thing that allows us to slow our heartbeat down for me it was Finding five minutes five minutes to slow my heartbeat clear my mind and shed all the anxiety I was experiencing every day in five minutes you probably spend more time scrolling social media getting your kids ready or any of the other to do things on your list every day in five minutes I was able to calm my mind in spirit and set myself up for the day and that was the start to re-centering myself for my self-care Journey

and from there I went back to therapy to bounce my ideas off of someone else who could help give me clarity about what I was experiencing and then I took the trip y'all took the vacation so that I could see what the world had for me beyond my go go of my everyday existence for you it might be something else an online mental health podcast a fitness class whatever it is you've got to find that thing that slows your heartbeat down and allows you to put yourself first as a poet I have often prioritized the stories of other people before my own so I took this as a challenge to reflect on my own Journey my Village taught me how to be great show me how to turn my talents into gold challenge me to mold better daily but I was not prepared for what the future would hold see I was taught how to outwork outsmart out think thought that if I just worked harder and planned better that I would go further but see

my body only knew how to outpain itself how to explain itself how to hide behind the S on my chest

how to delay tending to my mental health but see disguising wounds for too long only callus and my triage only delayed my failure my body sacrifice for future promises but see my survival cannot depend upon the gold watch my rest not Reliant upon your permission my body not dependent upon your conception of time see my body taught me how to be great showed me how to sustain my talents like water and when I learned to put myself first I became prepared for what the future would hold see this is your permission to put yourself first thank you

Using Logic and Science to Establish Faith_ An Isl

thank you guys for the round of applause even though I haven't said anything yet but um so my name is Omar Abdul-Fattah and I am a history student here at UBC hoping to become a teacher and today I would like to talk about a very contentious topic but is something I think is very worse worth discussing discussing sorry and that is the relationship between logic science and faith and specifically I'd like to challenge the idea that science logic and faith are inherently distinct and and I'd like to do that by sharing my story of how I became a more practicing Muslim so I'd like to begin today by asking each and every single one of you guys or each and every single one of you what do you believe and by this I don't mean I believe like reading break was way too short we need two weeks I mean what do you believe about like your existence like how you came to me and me and my experiences

growing up in DC for the most part I think it'd be safe to say that this is something a lot of us have maybe thought about right growing up maybe some of us have parents who are well involved in religious institutions so this is something we probably thought about and if it's something you haven't thought about I ask you to think about it right now so take one second to think about what do you what do you believe and now I'd like to follow this up with another question why do you believe it now for some of us this question might throw us off because whenever you ask somebody why you're assuming that there's some sort of logic or scientific reasoning behind the question and this to me the surprise if you will highlights the common misconception that we have in our society today that religion and science and logic are inherently distinct and I would like to challenge that today by sharing my story like I said of how I became a practicing Muslim so you might see me standing up here with my beard

and my hat I assure you this is not what is on the ISIS flag so I'm not repping Isis I guarantee you but for me I didn't always go around repping my religion like this city if you don't believe me here is here is one of the first videos I did for my youtube channel and if you're wondering why it's in Japanese I'll explain in just a second but so so anyways you can see this low you know progression of the beard there and you know at one point where in the cap it didn't just happen overnight this was a very intellectual it was a long intellectual spiritual struggle and so basically now to the

Japanese part so two years ago I had the opportunity to work in Japan and I got a job teaching English and this job was kind of like an open placement so I applied for the program but they could put me anywhere in Japan and so I ended up on this island so this island is beautiful yes I slightly edited it just a little bit but this entire island is actually smaller than Stanley Park so I went to live on

this island if you're wondering where this island is this is Japan you guys know and this is my Island down there in Okinawa yeah Okinawa Prefecture so you can imagine a foreigner like myself being born and raised in the Lower Mainland New Westminster for the most part going to an island like this with a population of 390 people according to City Hall going to the nine alike this it was a huge shock for me I didn't speak Japanese at all I didn't even know how to cook or do laundry on my own this was a huge transition for me and it was also a huge transition for the people on the island so when they see someone who's like 6'4" and you know one thing I often heard was like oh ok listener like you're like your height is really tall basically that's one thing I so obviously stood out but surprisingly there was one other person on the island who was almost my height but his height earned him a special name they called him jumbo Sun and Sun means like the honorific - anyways so me and jumbo Sun

basically so I go onto this island and you can imagine I'm feeling pretty much like a superstar everyone's inviting me to their house to the I get regularly invited to the three bars on the island and you know I'm feeling pretty good about myself but eventually all that fades and I get used to the routine so I'm going to school I'm teaching English and then I come back home and I'm just getting used to the routine and I'm like really what is the point of life anymore and it wasn't really a depressive thought at first but it was just like you know I've just gotten so used to it like what am I living for at this at this time and everything that made me comfortable was kind of taken away from me so I had my language for one I couldn't speak Japanese when I first came there that was gone I had my friends that was all gone my parents that was gone my school you know school was a huge source of confidence for me that was gone because I was graduated I graduated at the time so I found myself really getting used to

the routine and for me this meant sinking into my own thoughts a lot and the one thing that I had to hang on to was my faith that was the one thing I had to hang on to so I remember in prayer like really for the first time in my life thinking about my religion I was I was always a Muslim alhamdulillah but this was the first time in my life I was thinking about my religion so I'd be praying and I started actually crying and I because I would start to think about what I was actually saying in my prayer but when you put all your eggs in one basket and when you put all your money let's say all your eggs in one basket then you really have to make sure that what you invested in is true all right it's like investing all your money in Bitcoin and then you lose your job and you're like what is Bitcoin I have no idea right so I started for the first time in my life I was like I need to make sure that my religion is true I

don't want to just do this because my parents are doing this right I don't want to blindly follow what my parents are falling so I

started a scientific experiment you could say and it started with this claim so one of the reasons Muslims believe that the Quran is the word of God it's not man-made is because the book has no contradictions in it or that was the claim so instead of accepting this blindly I decided to actually do a scientific experiment and I should just mention that this claim is actually founded in the crime it's the argument that comes from within the crime but for example verse 2 chapter 2 verse 2 says hadil kita boleh ie Buffy who done lil mo poppin this is a book about which there is no doubt guidance for those who are God conscious and in chapter 4 verse - laughs Elias at the Barone al-quran' well Arcanum and I'm the viable a Gila Waja doofy here the laughs and kathira if this book was from any other than God that would have been within it many contradictions so this is a claim that comes from within the Quran so I thought in my head I was like if there are contradictions in the Quran surely the internet would happen so I started

searching online and this is one example of a parent contradiction that I came across this is one of the first one so I don't want to prejudice your opinions in any way so I'm just gonna put these verses out here and then you can decide if it's a contradiction or not so this is the first verse take a second to read it here's the second verse here's the here's the third verse okay is this a contradiction now I really thought about this and objectively scientifically empirically this is not a contradiction why because it is not an indication of how many angels were present rather it is a set of successive promises so just a set of successive promises so that was one of the apparent contradictions that I came across here's another one how many days in Islam we believe that time is relative so our days are shorter than God's days and this is based on this verse which says that God God's Day is basically 1,000 days of which we count so this is one verse here is the other one is this a contradiction if you read the second verse it's actually talking

about the day of judgment which we believe is going to be so hard on people that it's gonna feel like basically fifty thousand years the second verse isn't actually talking about a day of God it's talking about the day of judgment and I don't want anybody to blindly accept what I'm telling you if you kind of doubt what I'm saying go and look up the verses yourself like here are the references chapter 70 verse 4 so that was the first part of my scientific inquiry I'll just go back to that yeah that was the first part of my scientific inquiry and what I basically did here was I took a claim that validated my religion and I tested it I empirically tested it that was one claim that's one of the reasons why I believe we believe that the crown is the word of God but that's not the only reason here's another reason there are no scientific errors in the crime one belief that we have in Islam is that the Quran not only is consistent with science but it supersedes science it precedes science because some of the things that are

mentioned in the Quran 1400 years ago have only been discovered recently so I decided to actually test this out for myself instead of blindly accept it so this is one example of a scientific miracle you could say in the Quran it is he who has made the Sun a shining light and the moon a derived light I want to focus your attention on these two underlined terms I had no idea that the Sun is this own light and the moon is actually a reflective light I had no idea whatsoever so when I discovered this this really boggles my mind and just to clarify one thing no this is actually not in this verse it's the next verse but so in this specific verse there are two words used to describe the different lights of the moon and the Sun the word for the Sun is Siraj which is like a torch if you will and the word for the moon is newer which is like the light reflected on the wall the reflected lake so I found this to be pretty amazing that was one example here's another one there are elements of the Big Bang Theory that are present in

the Quran so here's an example oh allah mira Lavina Cafaro aniseh mati wall or de can authority on soffit oklahoma have those who disbelieve not considered that the heavens and the earth and by heavens and means galaxies were once a joint entity and then we separated them so we discovered in 1929 with Edwin Hubble's observations that the universe was actually expanding and basically what he what he observed is that planets or stars actually are actually they're going away from each other I'll pretty rapid right this is one of the reasons why we believe that the heavens in the earth or the galaxies and the earth were once closer together than they are now and the whole idea of expansion is presented in this next verse and we are its expander so this is was mentioned 1400 years ago and it was only confirmed by Edwin Hubble in 1929 so for me it wasn't so much amazing that this was consistent with the Quran but what was amazing to me was that there wasn't a single verse that I came across in the

Quran that was inconsistent with science and to me what this means to me is that Prophet Muhammad peace and blessings be upon him did not write this book like logically I've thought about this when I was analyzing this people say he wrote the book but I thought you know what I had no idea that the moon was a reflected light or I had no idea that you know the universe was expanding but how did he know and he lived 1400 years ago when there wasn't Google you know he couldn't just Google things so that was the second part of my scientific experiment then I realized okay I was like okay this makes sense what I was taught as a kid wasn't just lies I validate it I looked at my I looked at it myself but what about evolution right is it not another thing that completely contradicts everything that I've learned as a Muslim what about evolution and so I began to study evolution and here's what I realized about evolution whether you accept evolution or if I were to accept evolution and every single thing

that it states that doesn't justify me becoming an atheist or it doesn't justify me being an agnostic

why because the theory of evolution in and of itself doesn't explain the origins of the universe and I would argue further that it doesn't really explain the origins of the first organism because every discourse on evolution assumes that things can reproduce so a question that I had in my head was okay I was like take me back to the first organism how did I even get the ability to reproduce and even if you accept that you still have to explain the you know the origins of the universe so that was one thing I realized about evolution the second thing I realized was whether I choose to devote my life to Islam or whether I take a more agnostic secular route either way I'm being involved in blind right many religious people they blindly take the followings of their scholars just like many people who believe in science blindly accept what their textbook tells them or what you know their scientists told them right I mean

take for example the idea of evolution how many people who believe in evolution have ever actually studied the archaea archaeological record themselves or how many have actually looked at the journal articles themselves even though it's free to do with UBC library website right so few people do this and so ultimately the point is here that what I'm trying to get at is my journey to faith really was an intellectual process it didn't just stop me I didn't just have a vision one night and I'm like yes Allahu Akbar you know it really was it really was a slow intellectual process and it's still in a way is for me the reason why I get up every morning before sunrise to pray is for this reason because I believe this is the truth intellectually logically and spiritually and so what can any of you guys or any of you take away from this are you guys have heard a lot of amazing TED talks today and but I don't believe in knowledge without application right you should listen to something and you should actually implement it in your

life so I'd like to leave us all with one verse from the Quran and this verse is presented in the context of a theological debate but it's so something that I try to live my life with every every year so something I try to live my lifetime so the verse is called her to burhanakum in quantum sonic beam present your evidence if you are truthful okay and so my message today is no matter what you're exposed to always ask questions always critically think always seek evidence always ask for evidence so if somebody comes today to you or tomorrow and says you know just intruder or just abolish taxes don't just blindly accept them don't rip up your t4 right hang onto it right always ask questions where'd you get that information from write ask questions there's nothing wrong with that and so when we do this we make ourselves less susceptible to believing in things that fuel or drive so much of the oppression that we see in the world today the racism the Islamophobia the sexism all these negative things are

fueled by ignorance and that's because people don't ask questions they blindly accept things and they don't seek our evidence so think be critical and just seek out the truth thank you guys very much thank you and if I could just mention something briefly uh next week we're having starting

Monday we're having our annual Muslim Students Association Islam Awareness Week so if you guys have questions about Islam or just want to come and eat halal food then please stop by the nest and I will see you there Sharla thank you very much

Using Mindfulness to Deal with Everyday Pressures Translator: Tanya Cushman Reviewer: Peter van de Ven As a social-work educator and former practitioner, I'm interested in building and maintaining the emotional and mental capacity of those who do the hard work of helping others. Take, for instance, a day in the life of a social worker. I'll call her Kerry. A typical day for Kerry may start like this. In the morning, she checks her emails, and she's quickly interrupted because a client is in need of emergency shelter. She handles the client situation and begins the application process for a grant that will fund more beds for her agency. More beds means more veterans off the streets, more single moms and their children

in a safe place to stay for the night. By midafternoon, she transitions and settles into group therapy, where she hears the emotional content and the stories of trauma and abuse of the women, who survived domestic violence. She offers the skills and interventions of a social worker, and she provides comfort and empowerment to the women in order to get them back up on their feet again. By the end of the day, she has seen many clients, she has heard many stories, and she's spent. She's emptied of herself. She's given over her skills and interventions, time and resources, the best that she could give. It's a busy day. It's stressful. And many days are like this for Kerry and for social workers in general. In fact, social workers suffer from burnout quite often.

And though I realize that not all of you are social workers - and I can't fathom why -

but you often, probably, experience intense periods of stress in your own life as well. So today, I want to talk to you about an ancient practice that you can use to further extend your capacity to deal with stress. It's called mindfulness. Mindfulness, in a short definition, is the ability to stay in the present moment. In fact, it is the ability to so focus your attention on the present that you're able to evaluate your thoughts nonjudgmentally. I also want to share with you three reasons why I believe mindfulness can extend and build your capacity to take on pressures, especially as you do the hard work of helping others. It can expand your ability to take on stresses

in a more healthy way. I came into mindfulness practice because I experienced an intense period of stress in my life. I did not like the way I felt when I had this stress, I did not like the way I sounded to others, and I didn't like the way I reacted. Mindfulness gave me the tools to be able to calm and be present and be able to evaluate how I was acting, how I was feeling, how I was thinking. Take, for instance, this picture. It is a blurry something. This is how we feel when we're under a lot of stress: a blurry mess. Our thoughts jump from thought to thought, and we're out of focus. Our life feels

chaotic and unclear. What mindfulness does is it helps us to step out and zoom out of that blurry mess. Our life becomes more focused. Our thoughts start to come together.

We're able to form a picture of our lives more clearly again. The first reason why mindfulness can extend and build your capacity to be able to help others, taking on their stress, is because it helps us experience our stress differently. Dr. Jon Kabat-Zinn is a researcher from Massachusetts, and he was the first to westernize and secularize the practice of mindfulness, as it comes originally from Buddhist religious thought. Over eight weeks, he had patients who dealt with chronic pain due to medical conditions practice mindfulness. And after the eight weeks, these patients reported a decrease in pain and a decrease in intensity of that chronicity of pain; that pain, in general, was not so front and center anymore. Now, nothing changed in their medical condition,

but their experience of pain did. In this ongoing study I'm a part of, I have created a six-week program that draws from Christian-based mindfulness practices. I've asked these students to listen to these modules that I've created, on their cellphones or their laptops, and report their levels of stress before and after this mindfulness program. They reported lower levels of stress as well as increased levels of mindfulness state. Their thoughts were more centered and focused as a result of the mindfulness practice. Mindfulness allows us to experience our stress differently. Things do not change. These students' lives were still impacted by the academic pressures and their personal lives, but yet their experience of pain differed. This leads me to my second reason why mindfulness can help you deal with stress: it helps you make better decisions.

When we're assaulted with big situations where we need to carry the responsibilities of crises or we need to just simply make a step in the right direction, mindfulness can clarify our thoughts. Instead of a jumbled mess, we can prioritize our values, we can integrate whole parts of ourselves and act in a way that is congruent with who we are. Congressman Tim Ryan from Ohio understands this very well. As a policy maker, he understands good policy requires a sharp mind and a warm heart. And in his work, he actually leads mindfulness practices on Capitol Hill. Now just take a second and imagine that for a moment: Republicans and Democrats in the same room together in mindfulness bliss. It's a neat picture and so needed in our times. Congressman Ryan uses mindfulness, and he spoke to Anderson Cooper

about this in a 60 Minutes episode and said it has helped him prevent himself from burning out, that the stress and the pace of policy making is intense, and it's given him the ability to reach across the aisle and extend a hand to people that he doesn't agree with in order to craft good policy, anticipating how those policies will play out in the day to day lives of people it will affect. You see, mindfulness allows us to be more compassionate, to, instead of react, be more empathetic; instead of be in conflict, be more collaborative; instead of be self-centered, we're more self-aware. These

are the gifts of mindfulness. And mindfulness builds compassion for others, and as we anticipate the needs of others, our decisions are not as focused on reaction,

but we're able to anticipate how those decisions play out, how they help or hinder the healing process for society or organization or for relationships. So do me a favor and do this exercise with me for just a few moments so you can experience what I'm talking about. Close your eyes and take three deep breaths in with me. Take your first breath in and fill your lungs to capacity. Imagine that this air is very clean and good and pure, and allow it to nourish your body, and exhale. Take your second deep breath in, and allow that breath to travel through those tight parts of your body, maybe your gut or your shoulders or your neck areas, where it's often tight. And relax. And exhale.

And on your third breath, do the same and assign your breath a color of purity. Allow that breath, again, to travel to those tight places, soothe those sore spots, take in that relaxation. Exhale. Continue to breathe in this way as I talk to you. There's nothing you need to do right now except to breathe. There's nothing that is asked of you. There's no task to be completed, except for you to simply just sit and breathe. You can put all the to-do lists away. You can let go of the worries of the day. Just sit and breathe. Thank you. You can open your eyes. I hope what this exercise showed you is just a little taste of what a mindfulness exercise could do for you, especially as you confront conflict or big situations or organizational places

where you need to make big decisions. You can take a step back and breathe just for a moment and be present and be able to then renourish, rejuvenate yourself before you confront that situation or before you need to make that decision. Because what happens in mindfulness, as you sit in awareness, is the truth of reality that starts to come to fruition, which is this: The past cannot be changed. The future cannot be forced. All we have is the present moment. And in that present moment, we can make the best decisions we can in order to better the lives of others, but it takes some thought and it takes some congruence. It takes our ability to connect with our values and the things that we hold dear. So you, hopefully, have experienced that breath is a foundation of a mindfulness practice,

which leads me to the third and final reason why mindfulness can extend and expand your ability to take on stress, especially as you help others, which is mindfulness fosters wellness. And what I mean by wellness is this ability to cope with stressors in our lives and bounce back. In fact, mindfulness is a tool of self-care. When we give of ourselves to a cause or we provide skills and interventions that will make a change in healing, we need to rejuvenate and we need to refresh the wells. Mindfulness allows us that space and time to refresh, to connect and to be able to access all different parts of ourselves. In a 2014 study by Shonin, Gordon and Griffiths, these researchers used a more religiously oriented mindfulness-based practice - it was more faithful to its Buddhist

roots -

and these researchers asked the participants how they felt after this six-week program. One participant said that they felt "cradled in comfort." In a study I conducted last year, I asked Christian psychotherapists who used mindfulness-based therapies questions like, How did you feel using this mindfulness-based therapy with your client? What worked? What didn't work? But they responded in a very interesting way, and they said that they felt a presence of the divine with them in that room as they work with their clients. In fact, that divine presence assisted them; it was a source outside of themselves that helped them in discernment, that helped them extend the healing process. It helped further the work that they did in healing their clients.

These therapists understood that they could access a part of themselves, a spiritual side that was accessed through the practice of mindfulness. And when we can use spirituality, our body responds. And when our body responds, our mind responds. And when our mind responds, our spiritual selves respond again, so forth and so on in a virtuous cycle. Mindfulness allows us to extend the limits of our human capabilities by accessing all parts of ourselves. We don't have to compartmentalize those different aspects; we can all work in unison to confront a situation or to help us determine what the next step is. Mindfulness fosters wellness because we're caring for ourselves as we care for others. We use all spheres of our lives to attack the problem. So if you're interested

in building a mindfulness practice, first start with your breath. Anchor your thoughts with a passage or a quote. Take in the benefits of mindfulness. You will experience stress differently, you will make better decisions, and you will be fostering wellness and an attitude of self-care. Breathe and be mindful. Thank you.

We are facing a leadership crisis_ Here_s the cure Transcriber: Connie Lin Reviewer: Asmin Ece imek I'm the only one who knows what's best for this organization. It's not my problem that you are struggling. You knew the expectations before you took the job. This company would not be where it is today without me. So before we move on, we're going to raise our glasses. Because chances are you have experienced this type of leadership and you need a drink. Cheers. It's true. These statements illustrate why we are facing a profound leadership crisis across all sectors. It is these toxic leadership traits that are causing widespread dysfunction and high employee turnover. So why are we facing this crisis? Leaders are missing the mark over and over

to have consistent, empathetic, and authentic leadership. Id love to share a story with you about Ellie. Ellie's story is not unique. You've heard it over a thousand times. From a young age, Ellie knew exactly what her dream job was. Ellie was the most qualified ideal candidate and secured that dream job. And after seven years, Ellie not only left her dream job, she left the industry

altogether. Why? Her leaders lacked steadfast discipline and the necessary leadership qualities to retain great people. The cure to this crisis is consistent, empathetic, and authentic leadership. And how are we going to achieve this? You are going to build mental stamina, transform fear into curiosity, and never, ever lose your identity in your work. So let's start by building mental stamina to be a consistent leader.

I'd love to hear from my football fans out here right now. Any football fans? Got someone here. I want you to think about the NFL wide receiver. Everyday this position catches upwards of 200 balls, all in preparation for the one game winning touchdown. Also consider the musician, who practices everyday basic measures to perfect every note for the live performance. The brain is a muscle that requires constant conditioning. In leadership, we condition by the... we condition the brain by building the resilience needed to avoid tapping out when adversity strikes. Because great leaders never tap out. To be a great leader, you must set a low risk, high challenge personal goal to build the mental strength needed to overcome high stress leadership situations.

The next part of this crisis is a lack of empathy. The solution is to transform fear into curiosity. To be an empathetic leader. Everyday we are bombarded around contentious issues such as politics, religious divides, and cultural differences. You're not gonna like this. To some of you, this is gonna be a big challenge for you. It is not your job to prove people wrong. It is your job to better understand people because differences and disagreements amongst people are inevitable. However, division is a choice. And when we react with fear and judgment, we better be prepared to lose our people along the way. Instead, we must ask thought provoking questions, engage in conversations in order to make people feel seen and heard. When leaders react with fear and judgment, they are directly responsible for creating divisive and

toxic work cultures. A final piece to this puzzle is never losing our identity in our work in order to be authentic leaders. Every day we are bombarded by so many distractions that consume our time, demand our energy, and they all feel like an emergency. We know we have lost our identity in our work when we have completely lost sight of who we are and when this happens, it is impossible for our people to authentically connect to their leader and impossible for the organization to experience true success. Because our people are the heartbeat, the cornerstone of our organizations, and they must be able to authentically connect to their leaders in order for the organization to thrive. However, when we lose our identity in our work, we need to be prepared. We need to be prepared for the organization to ultimately

crumble under our leadership. The cure that we must embrace, that we must commit to embracing, is consistent, empathetic and authentic practices. Here is how you can start today. One, set a low-risk, high-challenge personal goal to build stamina. Two, identify something that brings you

fear or anxiety and lean into curiosity about it. And three, intentionally do something everyday that connects you to your authentic self. I want to leave you with this. Great leaders are developed over time through consistent, empathetic, and authentic practices. Let's ignite our leadership impact by investing in our leadership growth. Thank you.

Wendy Suzuki_ The brain-changing benefits of exercise What if I told you there was something that you can do right now that would have an immediate, positive benefit for your brain including your mood and your focus? And what if I told you that same thing could actually last a long time and protect your brain from different conditions like depression, Alzheimer's disease or dementia. Would you do it? Yes! I am talking about the powerful effects of physical activity. Simply moving your body, has immediate, long-lasting and protective benefits for your brain. And that can last for the rest of your life. So what I want to do today is tell you a story about how I used my deep understanding of neuroscience, as a professor of neuroscience,

to essentially do an experiment on myself in which I discovered the science underlying why exercise is the most transformative thing that you can do for your brain today. Now, as a neuroscientist, I know that our brains, that is the thing in our head right now, that is the most complex structure known to humankind. But it's one thing to talk about the brain, and it's another to see it. So here is a real preserved human brain. And it's going to illustrate two key areas that we are going to talk about today. The first is the prefrontal cortex, right behind your forehead, critical for things like decision-making, focus, attention and your personality. The second key area is located in the temporal lobe, shown right here. You have two temporal lobes in your brain, the right and the left, and deep in the temporal lobe is a key structure

critical for your ability to form and retain new long-term memories for facts and events. And that structure is called the hippocampus. So I've always been fascinated with the hippocampus. How could it be that an event that lasts just a moment, say, your first kiss, or the moment your first child was born, can form a memory that has changed your brain, that lasts an entire lifetime? That's what I want to understand. I wanted to start and record the activity of individual brain cells in the hippocampus as subjects were forming new memories. And essentially try and decode how those brief bursts of electrical activity, which is how neurons communicate with each other, how those brief bursts either allowed us to form a new memory, or did not. But a few years ago, I did something very unusual in science.

As a full professor of neural science, I decided to completely switch my research program. Because I encountered something that was so amazing, with the potential to change so many lives that I had to study it. I discovered and I experienced the brain-changing effects of exercise. And I did it in a completely inadvertent way. I was actually at the height of all the memory work that I was doing --

data was pouring in, I was becoming known in my field for all of this memory work. And it should have been going great. It was, scientifically. But when I stuck my head out of my lab door, I noticed something. I had no social life. I spent too much time listening to those brain cells in a dark room, by myself.

I didn't move my body at all.

I had gained 25 pounds. And actually, it took me many years to realize it, I was actually miserable. And I shouldn't be miserable. And I went on a river-rafting trip -- by myself, because I had no social life. And I came back --

thinking, "Oh, my God, I was the weakest person on that trip." And I came back with a mission. I said, "I'm never going to feel like the weakest person on a river-rafting trip again." And that's what made me go to the gym. And I focused my type-A personality on going to all the exercise classes at the gym. I tried everything. I went to kickbox, dance, yoga, step class, and at first it was really hard. But what I noticed is that after every sweat-inducing workout that I tried, I had this great mood boost and this great energy boost.

And that's what kept me going back to the gym. Well, I started feeling stronger. I started feeling better, I even lost that 25 pounds. And now, fast-forward a year and a half into this regular exercise program and I noticed something that really made me sit up and take notice. I was sitting at my desk, writing a research grant, and a thought went through my mind that had never gone through my mind before. And that thought was, "Gee, grant-writing is going well today." And all the scientists --

yeah, all the scientists always laugh when I say that, because grant-writing never goes well. It is so hard; you're always pulling your hair out, trying to come up with that million-dollar-winning idea. But I realized that the grant-writing was going well,

because I was able to focus and maintain my attention for longer than I had before. And my long-term memory -- what I was studying in my own lab -- seemed to be better in me. And that's when I put it together. Maybe all that exercise that I had included and added to my life was changing my brain. Maybe I did an experiment on myself without even knowing it. So as a curious neuroscientist, I went to the literature to see what I could find about what we knew about the effects of exercise on the brain. And what I found was an exciting and a growing literature that was essentially showing everything that I noticed in myself. Better mood, better energy, better memory, better attention. And the more I learned, the more I realized how powerful exercise was. Which eventually

led me to the big decision to completely shift my research focus. And so now, after several years of really focusing on this question, I've come to the following conclusion: that exercise is the most transformative thing that you can do for your brain today for the following three reasons. Number one: it has immediate effects on your brain. A single workout that you do will immediately increase levels of neurotransmitters like dopamine, serotonin and noradrenaline. That is going to increase your mood right after that workout, exactly what I was feeling. My lab showed that a single workout can improve your ability to shift and focus attention, and that focus improvement will last for at least two hours. And finally, studies have shown that a single workout will improve your reaction times

which basically means that you are going to be faster at catching that cup of Starbucks that falls off the counter, which is very, very important.

But these immediate effects are transient, they help you right after. What you have to do is do what I did, that is change your exercise regime, increase your cardiorespiratory function, to get the long-lasting effects. And these effects are long-lasting because exercise actually changes the brain's anatomy, physiology and function. Let's start with my favorite brain area, the hippocampus. The hippocampus -- or exercise actually produces brand new brain cells, new brain cells in the hippocampus, that actually increase its volume, as well as improve your long-term memory, OK? And that including in you and me. Number two: the most common finding

in neuroscience studies, looking at effects of long-term exercise, is improved attention function dependent on your prefrontal cortex. You not only get better focus and attention, but the volume of the hippocampus increases as well. And finally, you not only get immediate effects of mood with exercise but those last for a long time. So you get long-lasting increases in those good mood neurotransmitters. But really, the most transformative thing that exercise will do is its protective effects on your brain. Here you can think about the brain like a muscle. The more you're working out, the bigger and stronger your hippocampus and prefrontal cortex gets. Why is that important? Because the prefrontal cortex and the hippocampus are the two areas that are most susceptible to neurodegenerative diseases and normal cognitive decline in aging.

So with increased exercise over your lifetime, you're not going to cure dementia or Alzheimer's disease, but what you're going to do is you're going to create the strongest, biggest hippocampus and prefrontal cortex so it takes longer for these diseases to actually have an effect. You can think of exercise, therefore, as a supercharged 401K for your brain, OK? And it's even better, because it's free. So this is the point in the talk where everybody says, "That sounds so interesting, Wendy, but I really will only want to know one thing. And that is, just tell me the minimum amount of exercise I need to get all these changes."

And so I'm going to tell you the answer to that question. First, good news: you don't have to become a triathlete to get these effects. The rule of thumb is you want to get

three to four times a week exercise minimum 30 minutes an exercise session, and you want to get aerobic exercise in. That is, get your heart rate up. And the good news is, you don't have to go to the gym to get a very expensive gym membership. Add an extra walk around the block in your power walk. You see stairs -- take stairs. And power-vacuuming can be as good as the aerobics class that you were going to take at the gym. So I've gone from memory pioneer to exercise explorer. From going into the innermost workings of the brain, to trying to understand how exercise can improve our brain function, and my goal in my lab right now is to go beyond that rule of thumb that I just gave you -- three to four times a week, 30 minutes. I want to understand the optimum exercise prescription for you, at your age, at your fitness level,

for your genetic background, to maximize the effects of exercise today and also to improve your brain and protect your brain the best for the rest of your life. But it's one thing to talk about exercise, and it's another to do it. So I'm going to invoke my power as a certified exercise instructor, to ask you all to stand up.

We're going to do just one minute of exercise. It's call-and-response, just do what I do, say what I say, and make sure you don't punch your neighbor, OK? Music!

Five, six, seven, eight, it's right, left, right, left. And I say, I am strong now. Let's hear you. Audience: I am strong now. Wendy Suzuki: Ladies, I am Wonder Woman-strong. Let's hear you!

Audience: I am Wonder Woman-strong. WS: New move -- uppercut, right and left. I am inspired now. You say it! Audience: I am inspired now. WS: Last move -- pull it down, right and left, right and left. I say, I am on fire now! You say it. Audience: I am on fire now. WS: And done! OK, good job!

Thank you. I want to leave you with one last thought. And that is, bringing exercise in your life will not only give you a happier, more protective life today, but it will protect your brain from incurable diseases. And in this way it will change the trajectory of your life for the better. Thank you very much.

Thank you.

What Chronic Pain Has Taught Me About Resilience _

adversity sucks I've seen it most of my life when I was younger I was crammed into the hull of a

small fishing boat with a hundred and seventeen people to escape the oppression in Vietnam that boat was a deathtrap we could be stranded in the middle of the South China Sea we almost starved to death because we ran out of food and we almost got killed during a pirate attack somehow we managed to survive and landed at a refugee camp that was a traumatic month in our lives but the real struggles actually began when we got off the boat because it took years for us to adapt to our new countries there was the obvious culture shock but the greatest challenge for us was how we saw ourselves we were no longer the established members of society overnight we became nobodies some people from our boat were able to adapt quite well at first they had to work multiple jobs and barely had enough money for food but

after 10 or 20 years they were able to become highly respected members of their communities other people from the same boat broke down though they wound up with broken families in jail or committing suicide all of us from the same boat face a similar form of adversity so why were the outcomes so different I kept on asking myself this question and I guess the universe heard me because it led me to the field of chronic pain which is one of the most extreme forms of adversity imagine that you have a severe headache that's always there and no end in sight but nobody believes you chronic pain affects 20% of the world's population and is a major cause of our current opioid crisis well for the better part of the last decade I've had the privilege of leading a team at Mount Sinai Hospital in Toronto that specialize in chronic pain we understood that it's a complex condition that can affect a person physically psychologically and socially so we had a unique approach in which one

patient could see a physician psychologist chiropractor occupational therapist pharmacist or other healthcare provider in the same room at the same time and her patients could see us for a few hours a day five days a week for several months we got to know our patients really well from multiple perspectives so we were able to treat the entire person over the years we saw some people who whose lives were completely destroyed by pain but we've also seen some people who were resilient and able to return to a productive and meaningful life despite their pain as we kept on seeing these results time and time again we began to notice some key differences between the two groups and what we learned revealed something astonishing our findings showed us that regardless of the adversity you face suffering is actually a choice I'm not saying that you can choose whether or not you want to have pain and adversity I'm saying that you can choose how that adversity affects your life so what did we learn from our patients well we

learned that one of the worst effects of adversity is that it can make you feel as if you've lost control of everything it can turn your life upside down unexpectedly and leave you in a situation that you don't want to be in and you don't know what to do with we've seen two types of people in particular who call poorly with this victims and catastrophize errors victims are people who are in their situation

because of somebody else's fault and their attitude is somebody else caused this so somebody else should fix it for me they feel that they don't have to be responsible for their lives or accountable for their actions because life's been unfair to them catastrophize errs are constantly thinking about the what-ifs of the future they completely paralyzed themselves from doing anything because they're always worried that something bad is gonna happen then when there is a self-fulfilling prophecy it feeds back into the worries causing this vicious cycle

so while victims are preoccupied with the past and catastrophize errs are obsessed with the future resilient people take ownership of the present by doing something now to better their situation there was a patient who really hit this home for me her name's Teresa she grew up in an abusive family she struggled with eating disorders and she was kicked out of the house when she became pregnant at 16 so she had to quit high school and work at any jobs available to support herself and her son but then her knee starts giving out and she can't work anymore so she goes for an operation which fails and then she comes to us with chronic knee pain when we met her Teresa was facing physical emotional interpersonal and financial problems she was so overwhelmed that she purposely burned herself because the pain from the burn took her mind away from all the other crap in her life how bad is your life if you have to harm yourself to find relief well we obviously had to provide her with some emotional support but we were blown away

by her amazing attitude she worked extremely hard to get her knee stronger and when she was able to stand and walk easier she began to focus on finding a good job at first she was rejected from a lot of positions but she never felt entitled like she deserved a good job because of all the negative things she's been through she simply asked us to help her with her resume and interview skills and kept on plugging away until she got a job that she wanted then once her finances were more settled she began to deal with her relationship problems 10 years later I meet her again and I find out that she's happily married with two kids and living a very productive life Teresa taught me that no matter how out of control your life might seem you will always have control over your actions right now so do one thing and take responsibility of the outcomes so that you can steer your life in a positive direction now everything that you do takes time and energy which we all have a limited

supply of so you can't always concentrate on just one thing because life happens you still need to meet your deadlines at school or work you still need to tend to your kids or take the car to the shop if it needs repairs some people get overwhelmed by all of their activities because they don't manage their time and energy properly so they aren't able to handle or cope with any problems these are the yes people and the go getters yes people are like everyone's doormat they'll do everything for everyone else and leave themselves with no time or energy left on the other hand go-getters try to do everything all the time so they deplete their resources resilient people accept that their their time and energy are limited and they understand that in order for them to take care of others they have to

first take care of themselves so they make their own well-being a priority one of our patients Curtis is the nicest person you ever meet his work is physically demanding which isn't great for his

chronic low back pain but on top of that his supervisors takes advantage of his good nature and keeps on telling him to do extra work which Curtis always agrees to then after work his son asks him to play but he's in so much pain that all he can do is lie down when Curtis came to us he was constantly on the verge of tears because his pain was getting progressively worse and he felt guilty about neglecting his son it was pretty obvious that all of his extra work for a supervisor was perpetuating his pain so we asked him why he kept on doing it and we find out that it was because he felt intimidated by his supervisor so we trained him to be more assertive and got him to practice standing up for himself eventually he was able to develop enough confidence to finally say no to his supervisors unreasonable demands the very first time he did this his supervisors jaw dropped we were so proud of him ever since then Kurtis has been setting aside time for himself to relax so that his body could recover and rest over

time his back pain improved and he was able to play with his son again so Curtis taught me that if you want enough time and energy to do the things that are meaningful in your life then you have to establish your boundaries and take care of yourself now there are some people who take this to extremes because they feel so miserable though either push everyone away or they'll become completely dependent on others to take care of them these are the recluses and the perpetual patients reclusive people push everyone away because they just want to be left alone but by doing that they cut themselves off from any emotional support on the opposite end of the spectrum perpetual patients take on the sick role and do nothing for themselves so they lose the chance to develop any coping skills effectively what both are doing is they're removing themselves as active participants in society resilient people understand that no matter what state they're in there's still a valuable part of the human collective so they make themselves an

interdependent part of society by using their relationships to get their needs met or finding different ways to give back to others there was a patient named Lily who lived as a recluse because of chronic pain in her legs and because she felt bitter toward her family for deserting her she's been divorced for many years and her adult children don't talk to her so over time she gained weight she got weaker and she became so depressed that she was at risk for suicide it turns out that during her marriage she cheated on her husband and it was her guilt about this that made her feel unworthy of any relationship for all these years when this fundamental issue finally came to light it became clear to Lily that she needed people in her life again so she reached out to a support group for divorcees and began to volunteer with school kids she teaches them how to knit so that it doesn't aggravate her leg pain well once she got the proper support from her group and something to look forward to

in her to work her pain and mood improved so Lily showed me that if you want to move forward from adversity you need a strong social network so that you can draw strength as well as a sense of meaning from others but some people still struggle to move forward even though they have the best support network this is because they have very rigid expectations of how their lives ought to be we call them doctor shoppers they believe that their lives should be the way it was before their pain began so they put their lives completely on hold while they jump from Doctor to doctor to find an immediate cure for themselves so that they can go back to their normal lives but chronic pain is multifaceted and most of the time they can't find a quick fix so their condition worsens because they feel more and more hopeless with every failed course of treatment resilient people are able to let go of their expectations of how things should be and they're open to different possibilities

a great example of this is the story of Candice she's a talented painter who many years ago decided to put her art aside in exchange for a stable job at a factory she figured that once she got her retirement package she'd be financially secure enough so that she can return to her passions full-time at least that was the plan but just a couple of years before retirement she injures herself and winds up with chronic pain in her arm that prevents her from doing her job since she had already invested so many years into her plan she was determined to fix it but every course of therapy and every return to work attempt fails so her pain and her mood got worse an important piece of information you should know is that Candice also has a keen interest in wigs because her wig helped to boost her confidence when she experienced hair loss due to a thyroid issue well one day she's visiting Toronto and she happens to walk into a busy wig shop then she begins thinking to herself hmm this type of a service would really be helpful in

my hometown of now if she had been stuck and trying to find a cure for herself that might have just been a passing thought and she may still be looking for a cure today but instead she was able to let go of her original life plan and began talking to the store owner about her idea it was risky for her to start something new at this stage in her career but she found it easy to dedicate her time and energy to because she was so excited about it with that much passion and hard work it seemed inevitable that her store would be successful she still has pain in her arm but it doesn't affect her that much because she has a fulfilling job improving the lives of cancer survivors and other people who've experienced hair loss so the final lesson that my patients taught me is that life doesn't always lead you where you want to go but that's okay because there are other potentially better paths if you're open to them I'm personally thankful for all of these

lessons because a few years ago they really helped me to better deal with some significant struggles in my life my wife and I had three miscarriages while trying for a second child it was an emotionally challenging time for us and it could have caused a lot of damage but knowing what I did for my patients I chose to be interdependent by getting support from my friends and family and by

helping my wife in any way that I could talking about our miscarriages was hard and I see why a lot of people don't do it but it was comforting to find out that others had gone through it too while I was processing everything that was going on I still had to work do the house chores and take care of my toddler son so in order to prevent myself from being overwhelmed I chose to make my own well-being a priority I set aside time each night so that I can relax and laugh with my wife I also said limits at how much work I would take on each day work was stressful but the biggest stress for us at that time was our sex life because

it was always it's time let's go or don't touch me I'm not ready here the first one was heard the second one was me so we let go of our fixation with conceiving a child and became open to adoption we already did have an amazing son and our miscarriages made us even more grateful for him so I held him tighter and played with him more often I had to take ownership of the present because I didn't want to regret losing time with him while I was trying for another kid well after about a year we were able to hold on to a pregnancy and now I have two amazing boys every one of you will face some form of adversity in your life in those pivotal moments if you're feeling overwhelmed and maybe even hopeless remember that you do have a choice you can't control what life throws at you but you can control whether adversity will bend or break you I hope you choose the path of resilience

What I Learned by Converting from Christianity to

if you imagine a blond-haired blue-eyed girl from a mostly white community in Minnesota you probably wouldn't guess that one day she would be wearing hijab the Muslim head covering and devoting her professional life to interfaith work and yet here I am I want to share my usual and ongoing journey with you because I have learned some important lessons about religion in multi-faith America today I grew up the daughter of a pastor in a come from a lineage of religious leaders from Norway and Germany on both sides of my family so doing religious work is in my Gina's growing up I was highly involved in the Christian community I served as a Sunday school teacher went on mission trips and used to sing solos in church but as I grew older I started questioning my faith there were concepts in Christianity but didn't make sense to me so over time and after much that I

realized I'd left my hometown to attend college and ended up becoming a world religions major I took an Islam class to learn about a new part of the world to me learning about Islam or any world religion was simply an academic endeavor but on a personal level at that point in my life I decided maybe it used was the best choice for me yet as I tried to be atheist I was missing meaning in community in my life so I

continuing in my educational career I went to graduate school to study higher education well in my first year in grad school I was looking to make new friends and at that university they had a large international student population and I became friends with Somali and Pakistani students which are lawful majority populated countries I had never felt that level of hospitality in my life before and they had this inner peace and happiness that had me curious so I decided I should look into this long as I wanted inner peace and happiness too

it changed my whole academic paper I was working on in grad schools that I could look into this flop over time as I learned about Islam and its core beliefs I know that Islam was right for me but I didn't know when the right time would be to officially hear that at this time I was in summer school which is stressful especially in grad school and I was going through many struggles one night matters were especially bad they decided I needed a break so I went out on a walk and I talked to God for the first time eight years that's what I knew my heart that was meant to be it was wonderful to have God back in my life as a resource that I could turn to this was one of the happiest times in my life after converting to Islam I spent my second year of grad school navigating my new identity as a Muslim woman when I graduated I've looked for my dream job but wasn't sure what I was looking for instead it focused my efforts on the goal of finding a job with paying off my

student loans calculate fortunately at the workplace where I landed it was able to pioneer some diversity initiatives as a Muslim I had to pray several times a day and at my new workplace they didn't have a place for me to pray which surprised me as they had them in so many places I've worked in the past so I decided and you needed to spearhead building one before tackling such a big project I determined it would be best to organize some diversity trainings so people could learn basic information about Islam and Muslim culture doing these trainings are crucial because there's so much misinformation about Islam that needs to be corrected especially since this LOM is the second largest religion in the world it is the fastest growing religion in the world and in the United States as well it's important for people to know about such a large population of people on your planet so that they can be a good neighbor to them doing these trainings started to ignite my passion for

motivated work which leads me into how I built the quiet space at my workplace when I first realized there was no place for me to pray I started talking to my friends then my supervisor next our VP of HR and finally our CEO and president about it everyone I talked to agreed to be a positive ally and supported building this space as I could benefit so many people there from the beginning developing the space I intentionally chose a secular name friend I used to be a theist and at that point in my life I did not want to practice any religion at all so I wanted to honor and respect people don't want religion in their life I wanted a safe place for atheists to use the room to reflect or just have a quiet place to escape but I also wanted to peel the religious people myself included we needed it to pray

and meditate so I called it quiet space there was one hurdle and that was figuring out where the space would be located it did take some time to research finding a space that is ideal for Muslims to pray which includes being

clean private and quiet eventually I found a space that fit all those criteria it took me two years to build but now there is a designated place for people to pray meditate and reflect having created the space in so much to me because it's an enlarged to my ancestors who are religious leaders one of my descendants from Norway established eleven congregations in North Dakota I am continuing a legacy by building the secular quiet space in a way I built a mustard which is a place of worship for Muslims but I built a secular mush did that all come after happily paying off my student loans I was finally able to land my dream job what I do is multi faith work on a college campus which is a combination of the two degrees that I earned some of the student groups that I work with our multi-faith literacy Buddhist and secular meditation interfaith action will slowly in Jewish student life outside of my day job I enjoy giving speeches about Islam and Muslim culture in the community one big opportunity was

that I gave a speech at the first women's only Masjid in the United States leading up to the talk I dove into academic research on women's empowerment within Islam for seven months I studied specific examples on how Islam and Mohammed champion women this process of learning was a reward in itself but sharing that knowledge with the women there is the best experience of my life unfortunately culture is used to limit leadership opportunities for women this is true in secular as well as in religious contexts but through my research I found that Islam actually encourages women to be leaders Mohammed celebrated many strong women during his time including Khadija Ayesha and over wanna go through my conversion to Islam generations of pastors in my family the world religions major I found my life's calling of doing multi-faith work with my unique background I to help people understand the de-spawn is a positive religion and that Muslims are normal people one person not only that but that the religion of Islam is actually

empowered to women with my complex identity of being a European American convert to Islam I am a bridge between the two different communities that I'm a part of in my role as a multi-faith leader by building a secular multi faith space and doing diversity trainings at my own workplace doing my daily job of multi-faith work on a college campus and uplifting Muslim women through Slavic literacy I am contributing to a more just world can you think of a way that you could be an active ally to both the non-religious and the religiously diverse for example you could visit a Sikh Gurdwara a Muslim lush did a Hindu temple or a Jewish synagogue to learn about a world religion or you could attend a vigil to stand against the continued hatred and violence that many religious communities I believe in your leadership to support those with no faith or those in diversities in your local and global together we can work toward religious equity in this ever-changing secular

you

What I learned from automating everything _ Shauna

all right does everybody know what this is you know it's a cell phone right did you know there was a time when people were fearful of and suspicious of device but today in my house it was the number one requested gift for my middle school child not to talk but to text to take selfies and make fun little videos it's funny to think how today's kids can't wait to get their hands on one of these and I spent years trying to stay as far away from it as I could I mean I didn't like to talk on the phone still don't I didn't like the idea of people being able to get in contact with me wherever I was still don't and well I'm Frugal and I don't like to spend money but then you know what happened phones got email and I was a traveling salesperson so my livelihood revolved around getting in contact with customers

and my customers were getting mad because when you reached out to other people in an email they got back to you in an hour maybe even minutes not me no for me you had to wait till the end of the day till I got home and read all my emails and responded so I was losing business so I caved and I got myself a Blackberry some of y'all remember those they were blue and silver and they had this teeny tiny keyboard and if you held it like this with both hands you could really crank out some messages with your thumbs they were fancy I was really excited about that and then comes the smartphone and of course again I resisted because they were expensive and I mean what was I GNA do with an app anyway but when those things got GPS I was in as a traveling salesperson I used to spend two hours a day on my computer printing Maps off map quest for every destination some of youall have done that too I see now all of a sudden with my smartphone I had turn BYT instructions

that I didn't have to not so safely read while I drove so now I have app too I mean this thing was amazing I mean if you knew me at the time I told you about my smartphone because it was awesome all right now and hindsight this is where my automation Journey became an obsession I mean seriously two hours a day who wouldn't want to save that kind of time that spark of Wonder had been lit and now all of a sudden I was looking at everything through a different lens how could I automate that to say save time so it turns out I am not just Frugal with money I am also Frugal with my time and you should be too now I am not a technology expert now yes I have spent the last 20 years working in Fortune 500 companies and it departments and roles ranging from product management to program management to intelligent Automation and analytics but all of that revolves around strategy and the use of good tool tools not coding and building complex systems now don't get me wrong I'm smart but it is my drive to save time

through automation that has been the key to my success I have simply learned how to identify needs and then find the right tools to automate and find efficiencies now remember automation is not just a business tool in today's world we can use AI to automate many of our personal task and responsibilities but that's not what we're doing you know some of us are afraid we're going to be dehumanized by technology but mostly we're afraid because we might fail working in large organizations has taught me just how much potential you could unlock when you embrace the possibility of failure today I simply want to open your eyes to what's possible at the end of this talk I hope you'll take a chance maybe you'll automate something and maybe it'll fail but that's okay just fail fast and keep going now I have tried to automate everything and I mean everything my events are planned a year in advance my friends get automated birthday emails my LinkedIn and social media posts go out

automatically thanks to chat GPT my daughter's school schedule gets loaded into my phone from a picture I take Elf on the Shelf ideas instructions and a photo get sent to my inbox daily during the holidays and when my daughter has a doctor's appointment and has to leave school early the school gets an automated email from me 24 hours in advance progress reports performance reviews new employee onboarding are all things that can be automated when you add a new line into a spreadsheet my life is in a Google Calendar and if you are lucky enough to go on vacation with me I've got you whether you want me to or not so by now you've probably guessed that my to-do list is long and keeps growing and I have yet to figure out how to add more hours in the day side note if any of you all have figured that out I would love to talk so I did the next best thing I automated like my life depended on it now admittedly I first had to give myself some Grace learn to disappoint

the right people in my life and say no sometimes and accept my limits but then I started using Outlook Emil rules and I started automating bill pay and a myriad of other automations to make my life easier but over time I learned how to combine robotic process automation with generative Ai and that is where the real magic happens so let's talk a little bit about robotic process automation or RPA now this may sound like I'm going to bring in an army of robots and take over everybody's job don't worry it is not nearly that dramatic okay so here's the deal it's like having a team of tiny little elf helpers doing all the mundane tasks that we don't really want to do it's like having a super efficient assistant who never gets tired never makes a mistake and can work 24/7 without a coffee break these tools truly are amazing they can handle everything from entering customer CRM data to generating leads to answering the phone and it's simplest form RPA tools are workflow processing automation

systems that allow you to combine multiple tools and processes to create an if this happens then do that scenario for example my daughter school calendar it gets loaded into my my system

automatically I School hands me a sheet of paper with all the major events for the year and every date time I need to be I take a picture of it with my phone I load that into to chat GPT and I tell chat GPT to turn that into a spreadsheet then I tell my RPA tool for every line in that spreadsheet create a calendar event and add it to my calendar voila an entire year of events loaded into my calendar in a matter of minutes and that used to take me well over an hour pretty awesome huh now every event every dress up day every half day I have yet to miss one and my daughter thinks I have a superpower I'll take that now you may have guessed that this is my new smartphone I'm super excited about it and I can't wait to tell everybody about it and if you see me at

a party I am going to nerd out on you and tell you about my RPA tools it's just fair warning now not all automations work perfectly the first time in fact most require some adjustments and that's okay that's all part of the process take my automated birthday emails the concept was simple I create a spreadsheet name email address birthday and some fun facts the RPA tool goes out their daily and says okay if today's date matches your birthday it generates a conversation with chat GPT and automatically sends you an email based on the fun facts I wrote about you perfect simple right you know what I forgot leap here yeah every four years February has an extra day and once you know it I had a friend who was born on February 29th so February 28th rolls around on a non- leap year and I see our friends wishing our friend a happy birthday and I think great they got an email from me this morning check good the next day I hear on the radio about the upcoming leap year and how that extra day sometimes

causes confusion and it Dawns on me oh no my system does not account for leap here so I call my friend I apologize I go back into the RPA tool and tell it if you are born on February 29th then you get a birthday email on February 28th on non leers my system failed we fixed it everybody survived and we moved on now right about now I hope the wheels are turning in your head and you're thinking about something that you might be able to automate with AI or maybe you're at least just a little bit less scared of it so let's dive into that so there's a lot of talk about how AI is going to change our world in ways we can't even predict and I do think that's true there's no reason to be afraid of it here's the thing AI is a tool just like any other it's here to help us it's here to make our lives easier it's here to free us up so that we can spend time doing things that really matter the way I see it AI may not take your job but someone using AI

might AI might not take your job but someone using it might think about that so so give AI a chance by embracing automation we create new levels of productivity and creativity we create a safety net around our automated systems that give us the freedom to grow to learn and to do amazing things my favorite part about AI is it allows me to be the person I want to be I'm still the friend who remembers birthdays the mom who knows about team jersey day at school and the leader who's there for her team but I do it all with less stress and more joy now you may be saying that's great for

you but I'm not a technology wizard well neither am I and that's the beauty of AI especially in the world we live in right now you don't have to be a genius you just have to take the first step start small automate one thing and see how it feels and then keep going I sound a little bit like a drug dealer just try one see how it feels now let's not forget the most important part about this talk not letting fear of

change and failure hold you back my fear was the driving force behind my need to automate I was so afraid of dropping the ball of not living up to my own expectations that I turned to technology for help and it worked more than that it taught me a valuable lesson that change is not a bad thing and failure is not the end they are just steps in the process by creating an automated system we give ourselves a safety net that will handle the predictable task and allow us to have courage to tackle the unpredictable ones that courage is crucial because it's going to propel us forward even in the face of uncertainty now in our journey we will fail sometimes there will be times when our automated systems will not work as planned or we may underestimate the complexity of a task but that's okay each time we're going to learn something new we'll learn how to build better systems how to anticipate problems and how to bounce back stronger and faster failure will become less daunting because we accept it as part of the

process so here's my challenge to you Embrace AI Automation and change not just as tools but as a mindset use it to free yourself from the mundane so that you can have the freedom and ability to learn to grow to try and to fail except that failure is not a sign of weakness but a sign of growth in the end it's not about being perfect it's about being the best versions of ourselves every day it's about having the resilience to face a challenge and the courage to learn from it AI is your ally in this journey use it to free yourself from the routine so that you can focus on the extraordinary thank you

What Nobody Tells You About Your Twenties _ Livi R Transcriber: Grazielle Cavalcante Reviewer: Mujtaba bakheta The answer is yes. I did play basketball. Yeah. I remember the exact day and place my entire life changed and I didn't even know it. It's April 26th and I'm 18 years old. I'm in the gym. I'm listening to a podcast, as I usually do when I work out. And I heard the podcast guest in my ear say something. I'd heard so many of these 30 to 60 something psychologists, activists, authors and business leaders say many times before. If I had the same mindset now that I did in my teens or 20s, I'd be miserable. I was such an idiot. I remember every time I heard those statements expressed with a laugh, it made me feel sad. I was entering college. I didn't want to be miserable, and then I felt actually pretty irritated.

I refused to be miserable. Much of this refusal of misery had to do with that. Just five months earlier, I had sat hand in hand with my dad as he passed away after a six year battle with the terminal disease, ALS. Following that experience, I promised myself I would not spend a moment of my life

hating it. As I learned that time is never promised. My irritation intensified as I reflected on the fact that these personal development leaders are rarely talking to young people specifically. This didn't make any sense to me because I thought, Aren't we the ones that need to know this stuff about growth, mindfulness and emotions the most? Over the next decade, I was supposed to determine a field of study or career, potentially find a life partner, decide where to live, handle personal finances and retirement, maybe even start a family and many other decisions that had life long impacts.

But here I was with thousands of other high school seniors receiving the same piece of advice for most of the adults in our lives. You've got time. You'll figure it out. I just don't think you need to worry about it. And although this advice is slightly anxiety reducing in the moment, we are rarely if ever, given practical, emotional and decision making, training, making the anxiety, reducing moments extremely short and fleeting. Because we didn't know how to navigate these decisions we had to make. And so with that moment in the gym, I found my mission to change the rhetoric of what your teens and 20s could and should be. Which brings me to today. And after a bit more study, it turns out teenage Libby had some very valid points, two points in specific down to a neurological level. How we train our brains now in our 20s truly matters when it comes to setting ourselves up for a less stressful and more fulfilling life.

Your brain is a complex system of neurological pathways. You can think of it like a complex system of roads. The more you drive specific routes, the more ingrained those habits and behavioral patterns become. And that is why it's so important we start specifically choosing which routes we continue to drive down now because it will be much more painful and difficult to rewire your mind 30 years from now when your mental software has become hardware. And point number two. Teenage love was also on to the fact that the decisions we make in our 20s do matter. But that is why we need proper emotional and mental skills to help guide us in those decisions. Meg J. PhD clinical psychologist, notes in her newly revised book, *The Defining Decade* These statistics that might shake up any young adult a bit, 85% of life's most defining moments happen before age 35. Not the most important, not the

best moments, but life. Definers are often happening before your mid-thirties. Your 20s coincide with your peak childbearing years. More than 50% of us will be living with, dating or married to our life partner by age 30. Your earning power is generally decided in your first ten years of work, and as you probably know in your childhood, that's where you will have peak brain development. But your personality and your brain changes more in your 20s than any time before or after. These statistics show us that the decisions you make in your 20s do in fact matter. But to any young adult listening, I do want to note these are statistics. Correlation does not always mean causation, but still, whether we like it or not, we do have some big decisions to make over the next decade.

Lets dig even deeper. Were humans not statistics as I mentioned so instead of going to Google, I went to humans to create my own type of study on the matter I've spent my career thus far talking to today's teens and 20 somethings about what they actually need to feel more prepared for their life. I wrote a book answering their questions. I started a podcast educating them on the topics that their parents or the education system generally weren't teaching them. I created an online platform reaching millions of them worldwide, and now I stand here today being a physical representation of what is often represented as a statistic. Where are our teens in 20 somethings struggling most? The common thread did not have to do with being addicted to their phones. It didn't have to do with being bullied by their peers

or being overly stressed about school or work. The common thread was much more conclusive, a feeling of being constantly at war with their minds. But it's not the 21st century that is the culprit of this mental mass distress. It's that historically we have rarely, if ever, put any true emphasis on the development of emotional and decision making skills. We need change. Our young adults, our children, our parents, Raising our children and young adults need better mental and emotional skills to better create a future for themselves, their families, their communities and society at large. What is going on inside of each of us creates the reality of what is happening outside of each of us. These emotional skills, these are not what we call soft skills. These are life changing, life saving, society altering skills.

So how do we make this change? Well, it turns out changing the way society functions on a mass scale is a little bit difficult, which, you know, is probably not very shocking. But still, with my work with young people over the years, I have found three core pillars of information that can help young people have a simple foundation of better emotional intelligence, better decision making skills and empathetic self guided growth. Which brings us to pillar number one. Unlearning. There are many unhelpful social constructs that weigh down today's youth. Being the grade on your paper determines your intelligence. Or you're supposed to be nothing but young and dumb right now. Or my personal favorite. This needs to be the best time of your life. So annoying. But the most harmful of all is the way many of us are socially conditioned to determine what a happy and successful life looks like and

how to actually achieve it. My dad was a very money driven man, caring but very money driven. And as his daughter, I inherited a lot of that money driven energy. The idea that if I just made enough money, that's where I would find peace. But for years I watched that same mindset tear him apart. Absolutely destroying his ability to have peace. And I didn't want that. So I asked myself, okay, if I can't determine the success of my life based off of money or status power net worth. How do I determine that I'm living a successful life? How do I gauge it? And I contemplated that question for a really long time until I found an answer. Living in alignment. Living in alignment is aligning your core

priorities, your actions, and your thoughts with your deepest core values. So when your head hits the pillow at night and you can ask yourself, Am I living as aligned as

I can in this moment? And you can truthfully answer that question with Yes, that is what peace feels like. Because there's nothing more to long for with that mindset, the only person that is in charge of your success is you. And that's a very blissful, fulfilling and freeing feeling. I urge you to take audit of what social conditionings and mindsets you have inherited. Question why you think, believe, act or speak in the way that you do. And from there you can reconstruct your views to be more aligned with you and the future that you want to have for yourself. As we unlearn social conditionings, we free up space to then create an authentic way of being. Which brings us to pillar number two being. How do we design? An authentic way of being for ourselves. What does that mean? In order to align our way of being,

we must become healthier and more self aware individuals. So how do we do this? Most of you, I would imagine, know the common answers to this question. Therapy, journaling, meditation, breathwork, reading, and other growth methods. But what I want to talk to you about is why we do these things. Why put forth the effort? Because if you've gone through any sort of intentional growth process, you know, it's pretty gruesome and it's pretty hard. So why do we do this? I want you to think of it like this. For analogy sake, let's say your life goal is to build a house, but you've never built a house before. So the only way that you can do this is by building your house in the way everyone around you teaches you to build a house. And after 20 years of living in this house that you built, you come to realize that maybe some of the practices people taught you about building a house probably weren't the best. And you know this

because there's areas of your house that are starting to warp or crumble or malfunction. We use these growth methods to gain the tools that no one ever taught us. We can then use those tools to rebuild so we can live in a house that doesn't feel like it's consistently falling apart as we learn how to reconstruct our views in a way that is more aligned for each of us, our foundation becomes sturdier as our communication skills improve the leaking in our bathroom stops. As we learn to trust people again, our AC kicks back on as we learn how to better emotionally regulate. And pillar number three is doing. Some years ago, I had convinced my mom to jump out of a plane with me in New Zealand. And she had asked me if I had checked the safety record for this company that we were jumping with, and I told her I had. I didn't. And so as we were sitting

in the parking lot, I started looking up reviews and articles, and it turns out a plane of theirs had crashed just a month earlier, but no one died. So I figured that we'd probably be fine. So, like the wonderful daughter I am, I told my mom it was perfectly safe and we went inside. And considering that I'm here today and she's in the audience, we did live. So that's that's good. But the interesting

thing about skydiving is that it doesn't at all feel how you expect. The world always made it seem so scary and chaotic, but it's not that scary and it's not very chaotic. You're falling too fast for your brain to even recognize what's happening, and before you know it, you're just slowly floating and you're enjoying the view. Skydiving is more serene than anything else. And I've come to realize that making bold changes in our life is very much similar to skydiving. The people in our

life that have never jumped, have never actually gone skydiving are generally the ones that are giving it the reputation of it being so scary and chaotic. The same goes for making bold changes. The people that have never actually done it or understand that they even can. Are usually the people that are making us or contributing to us feeling afraid. Quitting a job you hate or coming out to your parents. Ending the relationship that you know is not serving you is scary. It is very scary. But if it does feel right and there's a way to make it work, it will bring you more peace than chaos. It will bring you more peace than chaos. It will allow you to live more aligned. And that is why it will bring you this underlying essence of peace. The courage to jump when you know your being self is urging you to do so. That is the art of pillar number three doing. Unlearning being and doing. The concepts that I teach

are not wildly unique, and yet when I share them with young people, they harvest life changing results. When I share these simple mental and emotional skills, I get feedback, DMs and messages like this. I'm 18 years old and I'm raising me and my little sister in a small apartment. And your videos have helped with so much of the stress. I read your book and I don't feel so afraid anymore. Or I consider making another suicide attempt last night. And your videos saved my life. We must stop this generational cycle of underdeveloped mental and emotional skills as it is one of the deepest roots of societal suffering. To any young person listening. Our 20s don't need to be so confusing and they don't need to be miserable. Start being intuitive and intentional as soon as possible. No waiting for a traumatic event or the stereotypical midlife crisis

to change and to grow. Take radical responsibility as soon as possible as this is where joy and fulfillment are born. An idea we're spreading to every teen and 20 something. The sooner you grow, the better. Thank you.

What Trauma Taught Me About Resilience _ Charles H

what if I told you that you could overcome anything but there is in a circumstance or situation known to man that you cannot overcome that you are indeed unbreakable do you believe me and more importantly than me telling you if you told yourself those things would you believe you I want to talk to you about a critical element of Happiness success and overcoming obstacles resilience and how it's built through some of the most painful moments I'm not sure what the ideal route to a TED Talk is

but I'm guessing that my journey isn't it was born and raised in Oakland California Coming of Age the 1980s and it's nearly 20% unemployment rate for blacks systemic housing segregation and discrimination education inequities High

poverty and murder rates and the dawn of the crack epidemic and its partner the War on Drugs that made historical criminal justice and equities even worse against that backdrop I also came a age with a mother who would become an addict and a father who though his listed occupation on my birth certificate says custodian he was also a pimp despite their flaws and doing the best that they could in a situation that exploited the worst of themselves I knew that my parents love me to pieces and I love them to Pieces my mom had custody of me as we moved and settled into Acorn housing projects in West Oakland so during a 3-year period between age seven and 10 years old that some of the most traumatic yet Vivid moments of my childhood would play out as my mother's disease of addiction took root When I close my eyes I see them all just as clearly today as they happened decades ago

go like the time I discovered my mother's boyfriend Eyes Wide Open laying on the floor of a drug overdose a discover that discovery that initially paralyzed Me In Fear much in the same way that his body laid motionless at my feet as he blankly stared at the ceiling like the day my mother sat me down on my bed to read me a handwritten letter that my dad had written and sent me in the mail it would be the first time I'd ever heard the five syllable word incarcerated and learned what it meant like today my grandmother who took over raising me when we were evicted out of the projects due to my mother's addiction received the call to inform me that my father after being jumped in a prison fight was brain dead he would die later that night before I ever saw him again alive like the times I would later visit

my own mother in jail a hazy plexiglass window separating us physically and emotionally while also serving to remind me of the Fate that my father met in those very walls I felt the pain the sadness the shame the Solitude the adjectives that as a pre-teen meet the clinical definitions of depression yeah when I open my eyes the worst of Life couldn't take out the best of me cuz I'm still standing here in front of

you despite being truly disadvantaged I stand here in front of you having overcome all those things and more I would emerge as the first in my family to graduate college earning undergraduate and Master's business degrees then on to a nearly two decade corporate career before starting my own Venture I've been from the projects to exploring a couple dozen countries across the

world from poverty to being the furthest from broke and broken that I've ever been from tragedy to Triumph I have overcome and even already I have succeeded now I could entertain and engross

you in a fascinating story of how but that's not nearly as important as a different question why why do I and others still succeed and flourish despite immense pain and Trauma those people and myself they aren't aren't just strong or thick skinned or good at compartmentalizing what they are is resilient you see change it's a constant in life nothing gives us immunity from it resilience is the capacity to adapt to negative change and recover from it as quickly as possible now note that I said negative change as you typically don't need any help in coping with positive change right you get the job that you interviewed for and it comes with a 30% pay increase or you find out class is

canceled the day that you have an exam that you haven't prepared for oh it's a bunch of a students in here right it's just me okay well those are really good things and so you don't need any help or strategies on how to cope with the Good Fortune it's the negative things the hurtful things the bad things in life where our level of resilience matters how we process respond to and act will have huge implications on where the story goes from there whether we succumb to it or we surmount it but understand to exercise resilience some change in circumstances must happen must have happened some change in circumstances must have happen the idea is to understand your belief system your beliefs impact your feelings your feelings impact how you think about things and your thoughts ultimately impact how you act and respond I discovered this truth not

through some Bolt from the clouds some specific aha moment but from going through and escaping my own hell as a youngster there were some excruciatingly painful gut-wrenching days days where I didn't even know how it was going to move forward and the only thing that I could cling to was an irrational hope a belief that tomorrow would be better than today sometimes without even really truly believing it myself but there I was trying to make each moment better than the next today better than tomorrow without sacrificing my future for today's pain even at a young age and despite not knowing what Scholars and researchers were already confirming I was laying the foundation of resilience by using the most

important resource available to me my mind I wish I could say that the bad luck truck stopped dropping boxes of trauma off in my doorstep when I was a kid but life doesn't adhere to any delivery Windows change comes whatever it comes and for as long as we all live after my childhood I'd go on to experience the death of family and friends job loss Financial issues Health crisis all the things that life has a tendency to throw at us show you how much of a comedian God is he gave me a breakup heartbreak and distraction to start this very week as I Was preparing to talk to you about resilience like really now now so what does trauma teach us about resilience sometimes we need to tell

ourselves what to think when our mind starts telling us things that we don't need to hear that you can and will overcome and succeed and not just in spite of but precisely because of that with the

proper perspective and a positive attitude we have power the life is easier when you're prepared and just because you can't plan for everything does mean you can't be ready for something that perspective sometimes requires partnership and perseverance and understand sometimes it gets hard and it's tough and it's painful you get tired you get weak and when you don't know how to keep going sometimes all the strength you

need is the strength to ask others for help that it's okay to acknowledge that I was a victim but refuse to own being aay victim you get that subtle distinction that difference between past and present tense that gives us power power to change the way we think power to change our circumstances and ultimately power to overcome because of my faith I've long been a believer that everything happens for a reason some reasons are immediately Available to You others take time to reveal themselves as I was piecing together my talk one of the central questions I kept coming back to was who am I talking to I ultimately realized that I was talking to the Adolescent me the college me the professional me even the future me with life adversity yet to be encountered the varying versions of me is who I was telling you are indeed unbreakable that you can

overcome anything but if you happen to find a little something in your ease dropping to help you through whatever adversity you face then I was talking to the Adolescent you the college you the corporate you the professional you the future you to and more than anything I thank you for giving my trauma a purpose thank you

What a 14th century metal bag teaches about Islam good morning everyone in any language any part of the world you can imagine it's really a delight to be here and I want to do some something which takes us to another uh thinking mode and that has to do with history and objects and where objects fit into telling us who we are what we are what we do what we have done before where we have been and I want to do so by way of looking at art actually and specifically looking at an object which is just across the way at the court Gallery of Art in the first room as you enter the coural gallery if you turn right you will get into a room which is where this object is sitting alone in a case actually I want to use it to point to a number of problems issues that are very present but have historical Roots one of which is this when we think about Islam or Islamic art or Islamic anything these days we tend to be taken hostage by essentialized flattening aspects of Islam we tend to think of Islamic heart

when people are shown blowing up monuments or are shown chiseling away and hammering away as at sculptures in great monuments of the past or we hear about it because some cartoonists have been murdered in the name of Islam and Islamic Art so to speak so my point here is really about those differences and commonalities and the fact that history in this context matters in other words if we were to take the excuse of looking at a silent object in a museum such as what is known

famously now as the Cal bag a metal bag made of brass with inlays of golden silver incredibly innocent as it sits in the middle of a gallery and to think about it in different ways in terms of a witness of history in terms of what it tells us about Islam and cultures of Islam its practices in a historic iCal context and how we can take this opportunity of being in a museum witnessing a silent object so to speak very closely reach into different layers nuances of cultural pasts that have been

lost to us so we go on a tour a very slow moving tour of the gallery which I encourage you to go to at the earliest moment you can in fact go to any Museum and Ponder these objects telling us stories about our pasts our common Heritage at the coural gallery where this object sits and you can see it now as the camera passes by it here it is surrounded by paintings and various kinds of objects made of ivory carved and sculptures that are entirely from a European B background with just a small group of objects of metal work which come from the Islamic World it happens to be part of a collection a Personal Collection the what is so interesting about walking into a gallery like this and it's a real unique opportunity is to see an object which is called an object of Islamic heart representing us with a different side of Islam than everything around grounded which is considered European art of Italian and French for instance extraction where these objects the European ones are entirely about Christianity and the uh and the

distribution and propagation and teaching of the faith the objects in the Islamic category are actually not at all about teaching about Islam rather they are about a culture or a cultural posture which in fact is much more ecumenical much more open-minded much more of an embracing of differences than we expect by looking at for instance the media representations of Islam today so the object in fact says nothing about Islam but says everything about a culture of high literature of entertainment of a courtly environment of high language which was Parian Poetics and so forth as well as of course a belief that is the underlying context of the whole thing the object in question is a bag that was made for a woman a noble woman most likely it was made at the highest level of technical capacity of beautiful Rich rendering of scenes of for instance the hunt as you can see here uh which are these roundles surrounding the object and of princely entertainment most extraordinary aspect of this object telling of a time and a

place is indeed what appears on the top of the lid here in this band of uh inlaid series of figures standing around in which we see for instance two Central figures one of whom is a woman of very high nobility and there she sits now in paintings as well as the object our object oops she sits at a very high position next to or a comp aned by a male uh uh personage and then surrounded on the two sides with an entertainment scene where she is not only uh attended to but also served in the context of this courtly setting in other words she is at an equal level of authority in fact confers Authority most likely at the male companion in this context these are part of one facet of Islam and Islamic practices and represented to us through an object such as this where we see the

particularity of a practice that is post Mongol that is in West Asia in the context of a ruling Elite known as thehan at the very early part of the 14th century the objects in that room in the gallery

are all of the general date of the medieval period 11th 12th 13th 14th centuries and what is so telling about these Islamic objects is the fact that they represent a totally different world view than one that is about propagation of faith and yet they are called Islamic actually uh without the really intention of teaching anything about Islam but a cultural context in fact here we see for instance how this scene includes scenes of preparing drinks presenting drinks for instance just as much as presenting us a voice Salam and it says that is all saying encouraging good acts decent acts benevolence generosity all kinds of conditions that are embedded in thinking about a cultural context which has multiplicity of people represented within its or under its umbrella the object was made in Mosul in Northern Iraq of today which is the city now very well known in the context of our uh present history as the capital one of the two capitals of the dises the

perpetrators of all kinds of atrocities under the name of Islam then it was one of the great centers of production of this sort of metal work technologies that were brand new in the time that were considered amongst the top of their of their particular trade of their art of their Technologies and they were made for ruling Elite that was roaming in West Asia there was no Iraq or Iran or Syria rather these were under the umbrella of a cultural heritage that was Islamic that was Arabic in law in religion in science that was Persian in the language of poetry and I and of high culture and that they shared these various aspects of a cultural production which fall under the title The rubric of Islam and Islamic as as a broad category actually and I'd like to end this by only pointing to the possibilities of thinking historical uh in terms of historical Utopias that there are various moments and definitions of these ideal context this was a moment when after the Mongol invasions and destructions murder and

Mayhem there is this flourishing of cultures across all of Asia and this West Asian side of it which is today's Iran and Syria and Iraq and Eastern Anatolia and so forth this was a place of tremendous cultural effervescence and there various languages various races and ethnicities gathered under this umbrella this kind of an imaginary of a new order if you will and its Arts what is left of it these objects such as the one in the Coural gallery are witnesses to that history so as an art historian and I'm an accidental art historian I might say I want to invite you to go to the museums and look at these objects closely don't pass them by it looks small it needs you to look at it very carefully but look at them they are telling us so much more and in so much nuance and so many different textures of a cultural life of the past that we miss otherwise and if I were to suggest action I would want to ask everyone to encourage their local museums big and small to at least dedicate one room to

thinking horizontally across various cultures to put in together for instance a 14th century object from all over the world if they can manage it but instead of separating them into countries into regions European Arts Italian painting French objects Islamic galleries to come up with something that can actually allow us to see these parallel lives and to think of our own lives in these parallel terms actually thank you

What do all great leaders have in common _ Matt Be according to recent research 80% of leaders today fail to impress in the first two years of their leadership roles 70% admit to being incredibly stressed over 70% admit um to not enjoying the job and G of the days when we used to have a job for life today people stay in a job for four years and within the Millennials that's only 3 years when I saw those statistics I was terrified I'm in the middle of my career but that doesn't mean that great leadership isn't around us it's all around us so I've been writing a book about uh leadership about emotional intelligence trying to find what the common denominator The X Factor of great leadership is and I did I started this a couple of years ago and I started where everybody starts research and that's on Google and I typed in great leadership and these are some of the

faces that came up on the very first page of Google couple of observations firstly you'll know them all probably secondly if IID have given you an intelligent audience the opportunity to think of a category or a heading where you could sandwich Captain Kirk between Mother Teresa and Martin Luther King I bet you couldn't have done it but there he is so excuse me so these are all the people that we uh that we know and love I've got twin boys N9 years of age and I asked them in the kitchen the other week um who do you think is a great leader and Oliver said Barack Obama he's nine years of age and he picked probably one of the most influential leaders of our time William pick me 50 pages are searched in Google gole couldn't find a single picture of me anywhere but I take take solace in the fact that they're twins you know they're pretty similar and you all of us so right William can't be so

wrong um but great leadership isn't reserved for those famous people that we see here you know you all know great leaders I've been privileged enough to work for a couple of great leaders I've Got Friends and peers and some of those are great leaders I've had a great leader who's worked for me so what is the The X Factor of great leadership well according to the research I've done I'll tell you what it's not contrary to popular belief great leadership isn't IQ it's an entry point it certainly helps but it's not IQ I know some really clever people who have failed in a number of leadership positions it's not privileged some of those people weren't born into money privilege they weren't born into educational privilege it's not job title as nice as it is to have CEO or chairman next to your name job title is actually listed as one of the top 10 reasons why leaders fail because they aely on that title for

respect so within my research I've been looking for the common denominator and how do we

categorize that emotional intelligence and it's frustrating because it's been stigmatized for so long it's woolly it's a black art it's soft management you can't measure it or maybe you can't measure it and just because it's emotion doesn't mean it's not important some of the most significant events on Earth happen because of emotion so what I'd like to do today is pick three of those common denominators just three and offer it to you as an audience of pointers three pointers for great leadership and I'll start with people now people covers a whole spectrum of stuff but what I'd like to do is concentrate on connection every leader needs a connection with people but if you need a connection with people you have to have a connection with yourself you have to know yourself fully self-reflection is one of the

cornerstones of great leadership understanding yourself knowing what makes you happy what makes you sad what makes you motivated what gives you those negative feelings that sometimes have a negative output but self-reflection is nothing without SE self-regulation if you can't regulate your your response when your emotions tell you something else well then we have a problem so self-regulation is essential everybody's got an ego the great leaders that you saw there all have a pretty small ego with the exception of um Captain Kirk who has a Hu ironically the size of a planet actually um but everybody's got an ego I've got an ego you all in this room have an ego and sometimes it's essential to take a tactical bruise on that ego for the betterment of an organization so that's self-reflection self-regulation and then we have to look at self- perception your perception of yourself has to be as close to other

people's reality as possible if you think you're great and open and honest and your teen don't well then you've got a disconnect and you've got a problem if you think you're really shy and you don't really say what you want to say but your team think that you are quite outspoken you've got a disconnect in your problem your perception of yourself has to be as close to other people's reality as possible so we're working those three things and it's a never-ending Journey you'll never Master it you know it's something that you'll Carry On and On doing and then you have to create a safe environment and I'm not talking safe in the traditional sense hard hat and Boots I'm talking about creating a climate where people are able to say and do what they need to say and do but for leaders that's terrifying because it means feedback now we all know that feedback is a gift but if we're honest with ourselves it also hurts but it's essential in great leadership you also need to create this

climate to share ideas no leader should think that they're an exhaustive list of ideas because nobody is create this CL climate this open climate if you can concentrate on those three things have an open climate then you have every chance of connection with connection comes creativity and nothing amazing happens in this earth without creativity so that's people second Vision Nelson M Nelson Mandela said action without vision is passing time Vision Without actions daydreaming but vision and action can change the world and N Mandela Chang the world if you want your company

to drive if you want your sports team to drive if you want your Performing Art Center to drive you have to give them a destination because driving without a destination means you just get lost so give a vision make it compelling make it out there make it exciting make it challenging it can't be easy if it was easy chances are people who have already

done it put it out there design some stops and celebrations along the way because it's hard to stay motivated for what might be three four five years what a vision isn't is meet your end of year results your revenue and ebit dar and cash it's not beat Everton on a Wednesday night it's not dance your socks off in the Mae on a Saturday they may may be all essential things that you need in order to reach a vision but that's not a vision your vision needs to be compelling and when you have a vision I always say to companies draw it there's no secret as to why in a company Christmas quiz you'll always get that question right down your vision and Mission and everybody's going oh God I wish bill was here he's revised that for three years he's probably just about nailed it nobody remembers strings of words so write it down draw draw where you are today draw where you want to be tomorrow draw the path of how to get there frame it put it on the office wall or the Sports Center or your dance

studio everybody you will know what the vision is they might verbalize it differently but they'll know what it is I forget my birthday every year but I can draw you a picture I saw 10 years ago so that's people Vision Final one passion a leader without passion and enthusiasm lacks credibility you don't believe them and we've all SE them they stand there in front of the board and they say I'm very passionate about this you think don't feel like it feels like you're lying to me give people that passion and there's the thing passion and enthusiasm is an emotion like every other emotion when you see somebody laughing on TV you want to laugh with them when you watch Titanic and you see that guy sink and he drowns you want to cry those films are designed to play on your emotion give people emotion Martin Luther King didn't say we've got the people who get us to the promised land he didn't say it like that he belted it out and talk about films being designed to

trigger the emotion um Braveheart he didn't say um they can take her large but they won't take a freedom he shouted it and everybody shouted with him and when you were watching it you were compelled even Kylie minog belted out I should be so lucky lucky lucky lucky we all felt lucky and final thought on passion and it comes from a mindset these leaders that you know the leaders up there all do strategic mental rehearsal they've all imagined reaching their goal in their mind they've probably done it 10 or 20 times they've imagined the steps on the way they' tasted it theyve felt it research suggests people who do SMR are more likely to achieve their goals you see Sports people do it I was talking to Duncan goodu he did it before his gold medal I um I flew into an Airfield about 6 months ago um with my uncle and I was sitting there having a cup of tea as you do when you're British and um and there was an air display going on and there

was this guy he was probably 60 um experienced Pilot One Piece flight suit and he closed his eyes he didn't know we were watching he put his arms out closed his eyes he started to move he started to do this with his hands altering the throttle moving the Yoke he was rehearsing it was F it was honestly fascinating to watch and I went up to him and um I said you know are you doing the display on reflection a crazy thing to ask a guy in a onesie pretending to be a plane with his arms out but when we got over that he said yeah and I said do you do that often he says I can't fly I can't do a display unless I rehearse it in my mind he's probably done those moves 20 times before in the air but he can't do a display unless he's rehearsed it and that's where he gets his drive and passion from strategic mental rehearsal so there's my three things people Vision passion the great leaders that you know the great leaders up there are bold enough to be the people who they are not the people that think they

ought to be and one last bit of food for thought is great leadership is a Tipping Point so when you start your leadership role you're developing yourself and it's necessary you're developing yourself developing yourself and then there's a Tipping Point to where you start developing others and and you're happy developing others and you're happy giving people the glory of success and that's where you start getting motivation and that's when you start getting high performance teams and high getting high performance teams is great leadership thank you very much

What does the Quran really say about a Muslim woma Reviewer: Peter van de Ven I'm going to take you back in time, 1400 years, to the city of Medina, Saudi Arabia. To a time when Prophet Mouhammed was given the task of finding a solution to women in the city being attacked and molested. The situation was this: It was around the year 600 AD, long before the modern convenience, of plumbing. When a woman awoke in the middle of the night with the urge to relieve herself, she would have to walk out, past the outskirts of the city, and into the wild by herself, for privacy. Believe it or not, a group of men actually began to see an opportunity in women's nightly tracks, and started to linger at the outskirts of the city -

their identities hidden in the dark, watching. If a woman walked by, and she happened to be wearing a jilbab, which was a garment like a coat, the men knew to leave her alone. A jilbab of centuries ago was a status symbol, like a Burberry trench or a Chanel jacket. It announced that the woman was free, and a free woman was protected by her clan. She would have no problems speaking out against the attacker and identifying him. But if the woman walking out at night wasn't wearing a jilbab, if she happened to be dressed a bit more freely, then the men knew she was a slave, and they attacked her. Concerned members of the community brought the situation to the Prophet, and like so many other social, political, and familial issues that Muhammed faced during his Prophethood,

he turned this particular matter over to God, and a verse was revealed for the Quran, the Muslim holy book. "O Prophet," it reads, "tell your wives, your daughters, and the women of the believers to draw upon themselves their garments. This is better, so that they not be known and molested." Basically, the verse advises that all women dress similarly, so that they can't be picked out from one another, zeroed in on, and attacked. Now, on the surface, this may seem like a relatively easy solution to the problem, but turns out it wasn't. The early Muslim community was tribal, and so deeply entrenched in social status, and the idea that a slave would look like a free woman, that was almost insulting. And then there was the matter of practicality. How would a slave do her work?

How would she function, if her body was constricted by a coat? How would she cook, clean, fetch water? In the end, the early Muslim scholars ruled that a woman's way of dress should be based on two considerations: a woman's function in society - her role, what we might consider her job - and the society's specific customs. Or, in another way: when in Rome. Muslims like to take historical rulings and apply them to the modern era. So, let's do that. A woman's way of dress should be based on custom and function. So, what does that mean for a Muslim woman living in America today, for someone like me? First, it means that I have a function, a role in society, a contribution that I can make. Second, it means that while I'm making that contribution, and living in a society where veiling is not the custom, and where, in fact, if I veil

it might actually lead to harassment, then wearing what is the custom, such as a dress, a pair of jeans or even yoga pants, is not only acceptable, it's recommended. But wait, could that be right? After all, haven't we all come to assume that a Muslim woman must veil, that veiling is a requirement of her faith? There is even a term that we've all come to associate with the Muslim woman's veil, an Arabic term that we've all heard use, whether or not we've been aware of it: "Hijab." So, maybe I missed it. Maybe the requirement that a woman veil is in a different part of the Quran. For those of you who don't know, the Quran consists of 114 chapters, each chapter is written out in verses, like poetry. There are more than 6,000 verses in the Quran.

Out of the 6,000 plus verses, three refer to how a woman should dress. The first is the verse I've already told you about. The second is a verse that directly speaks to the Prophet's wives, asking that they begin to dress a bit more modestly because of their role, their function in society as his wives. And the third verse is similar to the first, in that it was revealed in direct response to a historical situation. Early records show that the custom, the fashion during the pre-Islamic era, was for women to wear a scarf on the head, called a khimar, which would be tucked behind the ears and allowed to flow behind the back. In the front, a woman wore a tight vest or a bodice, which she left open exposing her breasts - sort of like the images you've seen in Game of Thrones.

When Islam spread through

the Arabian Peninsula, a verse was sent down asking that women use this scarf, or any other garment, to cover the breasts. And that's it. That's basically all there is in the Quran concerning how a woman should dress. Turns out, God doesn't give a bullet point of all the parts on a woman's body that he wants hidden from view. And in fact, it might be argued, and it is argued, I cannot stress enough that it is argued by many Muslim scholars that the reason these verses were left intentionally vague is so that a woman could choose for herself how to dress according to her specific culture and the progression of time. And that the term "hijab," guess what? It's not in any of these three verses. In fact, it's nowhere in the Quran, directly meaning a woman's veil. That's not to say that the word

doesn't appear in the Quran because it does appear. But when it appears, it's actually used correctly, to mean a barrier or a divide. Such as the barrier or divide that exists between us humans and the divine, or between believers and non-believers. Or it means a barrier, like a physical screen, that men during Muhammad's time were asked to stand behind when speaking to his wives. Or it means the seclusion, the separation that Mary sought when she was giving birth to Jesus. That separation and seclusion, that means hijab; that physical screen, that means hijab; that barrier, that divide, that means hijab. Hijab doesn't mean a woman's veil. And yet, isn't it strange that what the term actually means, being screened off, divided away, barred, separated out,

these are the very terms that come to our minds when we think of a Muslim woman? Why shouldn't they? We have all seen the way some Muslim women are treated around the world: if she attempts to go to school, she's shot in the head; if she attempts to drive a car, she's jailed; if she attempts to take part in the political uprisings happening in her own country, to be heard, to be counted, she is publicly assaulted. Forget about hiding out in the dark at the outskirts of the city, some men now feel comfortable enough to assault a woman on the sidewalk, for the world to see. And they don't care to hide their identities, they're more interested in making international headlines. They're too busy making videos and uploading them onto YouTube, bragging about what they've done.

Why don't they care to hide their crimes? They don't feel like they've committed any crimes. It's the women who've committed the crimes. It's the women who got these funny ideas in their heads, ideas that actually led them out of the house, led them into society, believing that they can make a contribution, and we all know, honorable women, they stay at home; honorable women stay invisible. Just as it was the custom for honorable women to do during the Prophet's time. Is that true? 1400 years ago is long before feminism. Were women locked away behind doors, screened off by veils? Well, it turns out that the Prophet's first wife was what we would define today as a CEO.

She was a successful merchant whose caravan equaled the caravans of all the other traders put together. She essentially headed up a successful import-export company. When she hired Muhammed to work for her, she was so taken with his honesty that eventually she proposed.

I'm not sure how many women feel comfortable proposing marriage to a man today. And Muhammad's second wife? She was no slacker either. She rode into battle on the back of a camel, which is equivalent to a woman riding into battle today inside of a Humvee or a tank. And what of the other women? Early records show that women demanded to be included in the Islamic revolution taking place around the Prophet. One woman became famous as a general when she led her army of men into battle and crushed a rebellion.

Men and women freely associated with one another, exchanged gifts. It was custom for a woman to select her own husband and propose. And when things didn't work out, to initiate divorce. Women even loudly debated with the Prophet himself. Seems to me that if fundamentalists want to return current Muslim society to 680 AD, it might be a huge step forward.

Progress.

But we still have to answer an important question. If not from Islamic history, and if not from the Quran, how is it that we, in the modern era, have come to associate Muslim women with hijab? With being separated out from society, secluded and isolated, barred from the most basic human rights? I hope it's not any surprise to you that this isn't by accident.

For the past few decades, the very people who have been given the important task of reading and interpreting the Quran in a variety of different Muslim communities, certain clerics have been inserting a certain meaning into those three verses concerning women. For instance that verse I told you about earlier: "O Prophet, tell your wives, your daughters, and the women of the believers to draw upon themselves their garments, this is better, so that they not be known and molested." Some clerics, not all, some clerics have added a few words to that, so that in certain translations of the Quran, that verse reads like this: "O Prophet, tell your wives, your daughters, and the women of the believers, to draw upon themselves their garments, parentheses, a garment is a veil that covers the entire head and the face,

the neck and the breast all the way down to the ankles and all the way to the wrists. Everything on a woman's body is covered except for one eye because she must see where she is headed, and the hands must be covered in gloves. Because, of course, there was certainly a lot of gloves back in the desert of Saudi Arabia.

Etc., etc., etc., etc., on, and on, and on, end of parentheses, so that she not be known and molested." And what these so-called clerics have concluded based on these types of insertions is that a woman only has one function. To understand what that function is, all you have to do is read some of the fatwas or legal rulings that these so-called clerics have actually gone ahead and issued. Let me give you a sampling. A woman need only finish elementary school before she gets married.

Which puts her, what, at the ripe old age of 11, 12 years old? A woman cannot fulfill her spiritual obligations to God until she first fulfills her physical obligations to her husband. If he desires her while she sits on the mount of a camel, she should submit. Islam has forbidden a woman from wearing a bra because bras lift up and make a woman appear younger, and this is calculated deception. My personal favorite: if a man has an ulcer excreting puss, from the top of his head to the bottom of his feet, and she licked it for him, she would still not fulfill what she owes him. What these and the many other rulings just like it concerning women boil down to is this: The best of women, the most honorable among them is uneducated,

and so powerless, not very different from a slave. So, she remains at home without complaint, without a bra.

Ready and available at all times to satisfy his every whim, even if it's to lick his entire body; satisfying him whenever he calls, whether it's in his bed or on the mount of a camel. Does this sound like God's will to you? Does this sound like scripture? Or does this sound strangely, uncomfortably erotic, like the worst kind of misogynist fantasy? Are these so-called clerics, and the fundamentalists and extremists who support them, truly purifying Islam from within, bringing it back to its intended form? Or are these men no different from those men standing out in the dark at the outskirts of the city, eager to prey upon a woman? Thank you.

What is Success__ Sarah Garr _ TEDxWestVancouverE

by some people's definition of success I would have been considered a failure in school in elementary school I struggled in math and writing and I was slow to begin reading I have vivid memories of getting back yet another math test with a bright red f at the top of the page I was the kid with the multiplication table permanently taped to the corner of my desk I was the kid that was scooped out of class several times a week to be taken for extra help as I would walk down the hallway to a partition corner of the library that doubled as a resource room I can remember the pattern of the linoleum on the floors I can remember the color of the carpet looking back now I realize why I can remember the floors of my elementary school it's because my head was always down you see even then I could sense that somehow I didn't quite fit I didn't quite measure up I may not have understood the concept of success at that age but I could already feel the

Deep shame of failure in high school my struggles continued although I was an Avid Reader by that point often completing books in a single sitting I still struggled in other subject areas following a predictable pattern of failed classes in summer school from grade 10 on finding little success in school I began to miss classes more likely to be found sitting at the local coffee shop than behind a desk with no connections to my school Community I had found my own place to fit in my own extracurricular activities you know the kind that get you called down to the principal's office on a Friday afternoon but somehow I never got that call in hindsight my teachers must have known what I was doing I used to write my own notes I've seen them they were really bad but I was lucky not because I didn't get caught but because I had teachers who took advantage of those times when I was in class to learn my story to understand the context behind my behaviors they took the time to see the

good kid behind the bad choices I'm so grateful that my teachers had a broader definition of success one that wasn't determined only by letter grades and trophies one that included a vision of my potential a vision of who I could become so why do I share my story my challenges because our stories are important because I want our students to know that it's okay if they follow a slightly different path to success that it's okay if they don't have all of the answers yet if they're still struggling to find their place their passion their purpose purpose we must understand that the students that walk through the front doors of our schools and into our classrooms are not empty vessels they each have their own story their own context and we need to learn it we owe it to our students to have a broader definition of success one that isn't determined by their failures one that allows them to move into that next stage of their life one that envisions a future that will Embrace even demand a

wider more diverse set of skills and abilities I'm a vice principal of a high school of over 1,200 students that terrifies me over 1,200 stories to learn but the good news is I'm not alone I have help each member of my school Community has a role to play a responsibility to learn those stories and that takes time it takes time to really see each student especially the ones that are doing their very best to remain invisible but I challenge you to invest the time in those very students the good kids that might be making bad choices the students that need you to see their potential before they can see it in themselves I challenge you to broaden your definition of success so that there is a place in our schools and in our hearts for all students thank you thank you

What it takes to be a great leader _ Roselinde Tor What makes a great leader today? Many of us carry this image of this all-knowing superhero who stands and commands and protects his followers. But that's kind of an image from another time, and what's also outdated are the leadership development programs that are based on success models for a world that was, not a world that is or

that is coming. We conducted a study of 4,000 companies, and we asked them, let's see the effectiveness of your leadership development programs. Fifty-eight percent of the companies cited significant talent gaps for critical leadership roles. That means that despite corporate training programs, off-sites, assessments, coaching, all of these things, more than half the companies had failed to grow enough great leaders. You may be asking yourself, is my company helping me to prepare to be a great 21st-century leader?

The odds are, probably not. Now, I've spent 25 years of my professional life observing what makes great leaders. I've worked inside Fortune 500 companies, I've advised over 200 CEOs, and I've cultivated more leadership pipelines than you can imagine. But a few years ago, I noticed a disturbing trend in leadership preparation. I noticed that, despite all the efforts, there were familiar stories that kept resurfacing about individuals. One story was about Chris, a high-potential, superstar leader who moves to a new unit and fails, destroying unrecoverable value. And then there were stories like Sidney, the CEO, who was so frustrated because her company is cited as a best company for leaders, but only one of the top 50 leaders is equipped to lead their crucial initiatives. And then there were stories like the senior leadership team of a once-thriving business that's surprised by a market shift, finds itself having to force the company

to reduce its size in half or go out of business. Now, these recurring stories cause me to ask two questions. Why are the leadership gaps widening when there's so much more investment in leadership development? And what are the great leaders doing distinctly different to thrive and grow? One of the things that I did, I was so consumed by these questions and also frustrated by those stories, that I left my job so that I could study this full time, and I took a year to travel to different parts of the world to learn about effective and ineffective leadership practices in companies, countries and nonprofit organizations. And so I did things like travel to South Africa, where I had an opportunity to understand how Nelson Mandela was ahead of his time in anticipating and navigating his political, social and economic context. I also met a number of nonprofit leaders who, despite very limited financial resources, were making a huge impact in the world,

often bringing together seeming adversaries. And I spent countless hours in presidential libraries trying to understand how the environment had shaped the leaders, the moves that they made, and then the impact of those moves beyond their tenure. And then, when I returned to work full time, in this role, I joined with wonderful colleagues who were also interested in these questions. Now, from all this, I distilled the characteristics of leaders who are thriving and what they do differently, and then I also distilled the preparation practices that enable people to grow to their potential. I want to share some of those with you now.

In a 21st-century world, which is more global, digitally enabled and transparent, with faster speeds

of information flow and innovation, and where nothing big gets done without some kind of a complex matrix, relying on traditional development practices will stunt your growth as a leader. In fact, traditional assessments

like narrow 360 surveys or outdated performance criteria will give you false positives, lulling you into thinking that you are more prepared than you really are. Leadership in the 21st century is defined and evidenced by three questions. Where are you looking to anticipate the next change to your business model or your life? The answer to this question is on your calendar. Who are you spending time with? On what topics? Where are you traveling? What are you reading? And then how are you distilling this into understanding potential discontinuities, and then making a decision to do something right now so that you're prepared and ready? There's a leadership team that does a practice where they bring together each member collecting, here are trends that impact me, here are trends that impact another team member, and they share these, and then make decisions, to course-correct a strategy or to anticipate a new move. Great leaders are not head-down. They see around corners,

shaping their future, not just reacting to it. The second question is, what is the diversity measure of your personal and professional stakeholder network? You know, we hear often about good ol' boy networks and they're certainly alive and well in many institutions. But to some extent, we all have a network of people that we're comfortable with. So this question is about your capacity to develop relationships with people that are very different than you. And those differences can be biological, physical, functional, political, cultural, socioeconomic. And yet, despite all these differences, they connect with you and they trust you enough to cooperate with you in achieving a shared goal. Great leaders understand that having a more diverse network is a source of pattern identification at greater levels and also of solutions, because you have people that are thinking

differently than you are. Third question: are you courageous enough to abandon a practice that has made you successful in the past? There's an expression: Go along to get along. But if you follow this advice, chances are as a leader, you're going to keep doing what's familiar and comfortable. Great leaders dare to be different. They don't just talk about risk-taking, they actually do it. And one of the leaders shared with me the fact that the most impactful development comes when you are able to build the emotional stamina to withstand people telling you that your new idea is naïve or reckless or just plain stupid. Now interestingly, the people who will join you are not your usual suspects in your network. They're often people that think differently and therefore are willing to join you in taking a courageous leap. And it's a leap, not a step. More than traditional leadership programs, answering these three questions will determine your effectiveness as a 21st-century leader.

So what makes a great leader in the 21st century? I've met many, and they stand out. They are

women and men who are preparing themselves not for the comfortable predictability of yesterday but also for the realities of today and all of those unknown possibilities of tomorrow. Thank you.

What makes you special__ Mariana Atencio _ TEDxUn

Translator: Riaki Ponit Reviewer: Peter van de Ven Thank you so much. I am a journalist. My job is to talk to people from all walks of life, all over the world. Today, I want to tell you why I decided to do this with my life and what I've learned. My story begins in Caracas, Venezuela, in South America, where I grew up; a place that to me was, and always will be, filled with magic and wonder. From a very young age, my parents wanted me to have a wider view of the world. I remember one time when I was around seven years old, my dad came up to me and said, "Mariana, I'm going to send you and your little sister..." - who was six at the time - "...to a place where nobody

speaks Spanish. I want you to experience different cultures." He went on and on about the benefits of spending an entire summer in this summer camp in the United States, stressing a little phrase that I didn't pay too much attention to at the time: "You never know what the future holds." Meanwhile, in my seven-year-old mind, I was thinking, we were going to get to summer camp in Miami.

Maybe it was going to be even better, and we were going to go a little further north, to Orlando, where Mickey Mouse lived.

I got really excited. My dad, however, had a slightly different plan. From Caracas, he sent us to Brainerd, Minnesota.

Mickey Mouse was not up there,

and with no cell phone, no Snapchat, or Instagram, I couldn't look up any information. We got there, and one of the first things I noticed was that the other kids' hair was several shades of blonde, and most of them had blue eyes. Meanwhile, this is what we looked like. The first night, the camp director gathered everyone around the campfire and said, "Kids, we have a very international camp this year; the Atencios are here from Venezuela."

The other kids looked at us as if we were from another planet. They would ask us things like, "Do you know what a hamburger is?" Or, "Do you go to school on a donkey or a canoe?"

I would try to answer in my broken English, and they would just laugh. I know they were not trying to be mean;

they were just trying to understand who we were, and make a correlation with the world they knew. We could either be like them, or like characters out of a book filled with adventures, like Aladdin or the Jungle Book. We certainly didn't look like them, we didn't speak their language, we were different. When you're seven years old, that hurts. But I had my little sister to take care of, and she cried every day at summer camp. So I decided to put on a brave face, and embrace everything I could about the American way of life. We later did what we called "the summer camp experiment," for eight years in different cities that many Americans haven't even heard of. What I remember most about these moments was when I finally clicked with someone. Making a friend was a special reward. Everybody wants to feel valued and accepted,

and we think it should happen spontaneously, but it doesn't. When you're different, you have to work at belonging. You have to be either really helpful, smart, funny, anything to be cool for the crowd you want to hang out with. Later on, when I was in high school, my dad expanded on his summer plan, and from Caracas he sent me to Wallingford, Connecticut, for the senior year of high school. This time, I remember daydreaming on the plane about "the American high school experience" - with a locker. It was going to be perfect, just like in my favorite TV show: "Saved by the Bell."

I get there, and they tell me that my assigned roommate is eagerly waiting. I opened the door, and there she was, sitting on the bed, with a headscarf.

Her name was Fatima, and she was Muslim from Bahrain, and she was not what I expected. She probably sensed my disappointment when I looked at her because I didn't do too much to hide it. See, as a teenager, I wanted to fit in even more, I wanted to be popular, maybe have a boyfriend for prom, and I felt that Fatima just got in the way with her shyness and her strict dress code. I didn't realize that I was making her feel like the kids at summer camp made me feel. This was the high school equivalent of asking her, "Do you know what a hamburger is?" I was consumed by my own selfishness and unable to put myself in her shoes. I have to be honest with you, we only lasted a couple of months together, because she was later sent to live with a counselor instead of other students.

I remember thinking, "Ah, she'll be okay. She's just different." You see, when we label someone as different, it dehumanizes them in a way. They become "the other." They're not worthy of our time, not our problem, and in fact, they, "the other," are probably the cause of our problems. So, how do we recognize our blind spots? It begins by understanding what makes you different, by embracing those traits. Only then can you begin to appreciate what makes others special. I remember when this hit me. It was a couple months after that. I had found that boyfriend for prom, made a group of friends, and practically forgotten about Fatima, until everybody signed on to participate in this talent

show for charity. You needed to offer a talent for auction. It seemed like everybody had something special to offer. Some kids were going to play the violin,

others were going to recite a theater monologue, and I remember thinking, "We don't practice talents like these back home." But I was determined to find something of value. The day of the talent show comes, and I get up on stage with my little boom box, and put it on the side and press "Play," and a song by my favorite emerging artist, Shakira, comes up. And I go, "Whenever, wherever, we're meant to be together," and I said, "My name is Mariana, and I'm going to auction a dance class." It seemed like the whole school raised their hand to bid. My dance class really stood out from, like, the 10th violin class offered that day. Going back to my dorm room, I didn't feel different. I felt really special. That's when I started thinking about Fatima,

a person that I had failed to see as special, when I first met her. She was from the Middle East, just like Shakira's family was from the Middle East. She could have probably taught me a thing or two about belly dancing, had I been open to it. Now, I want you all to take that sticker that was given to you at the beginning of our session today, where you wrote down what makes you special, and I want you to look at it. If you're watching at home, take a piece of paper, and write down what makes you different. You may feel guarded when you look at it, maybe even a little ashamed, maybe even proud. But you need to begin to embrace it. Remember, it is the first step in appreciating what makes others special. When I went back home to Venezuela, I began to understand how these experiences were changing me. Being able to speak different languages,

to navigate all these different people and places, it gave me a unique sensibility. I was finally beginning to understand the importance of putting myself in other people's shoes. That is a big part of the reason why I decided to become a journalist. Especially being from a part of the world that is often labeled "the backyard," "the illegal aliens," "third-world," "the others," I wanted to do something to change that. It was right around the time, however, when the Venezuelan government shut down the biggest television station in our country. Censorship was growing, and my dad came up to me once again and said, "How are you going to be a journalist here? You have to leave." That's when it hit me. That's what he had been preparing me for. That is what the future held for me. So in 2008, I packed my bags,

and I came to the United States, without a return ticket this time. I was painfully aware that, at 24 years old, I was becoming a refugee of sorts, an immigrant, the other, once again, and now for good. I was able to come on a scholarship to study journalism. I remember when they gave me my first assignment to cover the historic election of President Barack Obama. I felt so lucky, so hopeful. I was, like, "Yes, this is it. I've come to post-racial America, where the notion of us and them is being eroded, and will probably be eradicated in my lifetime." Boy, was I wrong, right? Why didn't Barack

Obama's presidency alleviate racial tensions in our country? Why do some people still feel threatened by immigrants, LGBTQ, and minority groups who are just trying to find a space in this United States

that should be for all of us? I didn't have the answers back then, but on November 8th, 2016, when Donald Trump became our president, it became clear that a large part of the electorate sees them as "the others." Some see people coming to take their jobs, or potential terrorists who speak a different language. Meanwhile, minority groups oftentimes just see hatred, intolerance, and narrow-mindedness on the other side. It's like we're stuck in these bubbles that nobody wants to burst. The only way to do it, the only way to get out of it is to realize that being different also means thinking differently. It takes courage to show respect. In the words of Voltaire: "I may not agree with what you have to say, but I will fight to the death to defend your right to say it." Failing to see anything good on the other side

makes a dialogue impossible. Without a dialogue, we will keep repeating the same mistakes, because we will not learn anything new. I covered the 2016 election for NBC News. It was my first big assignment in this mainstream network, where I had crossed over from Spanish television. And I wanted to do something different. I watched election results with undocumented families. Few thought of sharing that moment with people who weren't citizens, but actually stood the most to lose that night. When it became apparent that Donald Trump was winning, this eight-year-old girl named Angelina rushed up to me in tears. She sobbed, and she asked me if her mom was going to be deported now. I hugged her back and I said, "It's going to be okay," but I really didn't know. This was the photo we took that night, forever ingrained in my heart.

Here was this little girl who was around the same age I was when I went to camp in Brainerd. She already knows she is "the other." She walks home from school in fear, every day, that her mom can be taken away. So, how do we put ourselves in Angelina's shoes? How do we make her understand she is special, and not simply unworthy of having her family together? By giving camera time to her and families like hers, I tried to make people see them as human beings, and not simply "illegal aliens." Yes, they broke a law, and they should pay a penalty for it, but they've also given everything for this country, like many other immigrants before them have. I've already told you how my path to personal growth started. To end, I want to tell you how I hit

the worst bump in the road yet, one that shook me to my very core. The day, April 10th, 2014, I was driving to the studio, and I got a call from my parents. "Are you on the air?" they asked. I immediately knew something was wrong. "What happened?" I said. "It's your sister; she's been in a car accident." It was as if my heart stopped. My hands gripped the steering wheel, and I remember hearing the words: "It is unlikely she will ever walk again." They say your life can change in a split

second. Mine did at that moment. My sister went from being my successful other half, only a year apart in age, to not being able to move her legs, sit up, or get dressed by herself. This wasn't like summer camp, where I could magically make it better. This was terrifying. Throughout the course of two years, my sister underwent 15 surgeries,

and she spent the most of that time in a wheelchair. But that wasn't even the worst of it. The worst was something so painful, it's hard to put into words, even now. It was the way people looked at her, looked at us, changed. People were unable to see a successful lawyer or a millennial with a sharp wit and a kind heart. Everywhere we went, I realized that people just saw a poor girl in a wheelchair. They were unable to see anything beyond that. After fighting like a warrior, I can thankfully tell you that today my sister is walking, and has recovered beyond anyone's expectations.

Thank you. But during that traumatic ordeal, I learned there are differences that simply suck, and it's hard to find positive in them.

My sister's not better off because of what happened. But she taught me: you can't let those differences define you. Being able to reimagine yourself beyond what other people see, that is the toughest task of all, but it's also the most beautiful. You see, we all come to this world in a body. People with physical or neurological difficulties, environmentally impacted communities, immigrants, boys, girls, boys who want to dress as girls, girls with veils, women who have been sexually assaulted, athletes who bend their knee as a sign of protest, black, white, Asian, Native American, my sister, you, or me. We all want what everyone wants: to dream and to achieve. But sometimes, society tells us, and we tell ourselves, we don't fit the mold. Well, if you look at my story,

from being born somewhere different, to belly dancing in high school, to telling stories you wouldn't normally see on TV, what makes me different is what has made me stand out and be successful. I have traveled the world, and talked to people from all walks of life. You know what I've learned? The single thing every one of us has in common is being human. So take a stand to defend your race, the human race. Let's appeal to it. Let's be humanists, before and after everything else. To end, I want you to take that sticker, that piece of paper where you wrote down what makes you different, and I want you to celebrate it today and every day, shout it from the rooftops. I also encourage you to be curious and ask,

"What is on other people's pieces of paper?" "What makes them different?" Let's celebrate those imperfections that make us special. I hope that it teaches you that nobody has a claim on the word "normal." We are all different. We are all quirky, and unique, and that is what makes us wonderfully human. Thank you so much.

What the Western World Can Learn from the Prophet

morning uh my idea today is to talk a little bit about Islam political Islam and a conversation I think we haven't had about the Muslim world now the reason I think this is really important is because relations between the United States and the Muslim world have been generally not so good it's also important because as democracy spreads in the Muslim world as we see more empowered Muslim majority countries it is important for us to be able to understand what is happening in the Muslim world and I think one of the reasons why we have difficulty understanding the Muslim world is because we don't understand Islam very often in popular media in the United States and in the west Islam is portrayed as either too religious it's a need of a Reformation or a Martin Luther or something like that or it's not really religious it's a political ideology masquerading as a

religion and one of the reasons people have this presumption about Islam this understanding of Islam was because of the birth of Islam into the world and I'll give you a mental exercise I was thinking about using slides but then I realized that Americans have no idea what geography is anyway uh so even if I give you a corner of the world you still don't know if I'm talking about Middle East or what so why not just pretend if you were to look at the Middle East in the year 610 well firstly that'd be weird because you'd be alive now so it'd be very strange um but maybe that's possible if you look at the Middle East in the year 610 which is kind of a blank spot remember you think Dark Age is Europe it's divided between two great Powers the Eastern Roman Empire and the Persian Empire if you look at the Middle East in the year 710 the Persian Empire is gone and the Eastern Roman Empire has lost over half its territory in its place there's a caliphate that Rules From the City of Damascus in Syria and rules over

a territory greater than Rome at its height from the south of France to Modern India which is a huge amount of territory so where did this come from and the common assumption is this birth of Islam was a military expansion it was a political expansion and therefore Islam is inherently a religion of violence or religion of the sword but in the last few years we've found some interesting things out about this expansion which have challenged the simple view of Islam and the Muslim world the first thing we found out is that the armies that came out of the Arabian Peninsula which is called a jazer peninsula were very small these weren't huge massive conquering forces second thing we found through Archaeology is that the number of Christian churches Fresco mosaics expressions of religious life in the Middle East after the entrance of Islam politically into this region actually went up just

counterintuitive third thing is in the conquest of Spain it turns out it wasn't really a Muslim conquest of Spain it was a Muslim and Jewish conquest of Spain and Jewish cities were founded and armed as part of this Alliance and the the alliance lasted for several hundred years such that when the last

Muslim ruled Kingdom of Spain felt the Jewish population was expelled and the Muslim population was gradually expelled as well and the fourth thing we found is that simultaneous to these military expansions and there were military expansions not trying to whitewash history uh were expansions by trade into India southeast Asia and China which were non-military which were peaceful which were fertile so this forces us to kind of rethink what was happening in this early period of Islamic history and the way in which we should rethink it and the way in which we should understand it and the way in which we will find Common Ground between the early growth of Islam and the idea

of America in fact is by understanding the figure of Muhammad so Muhammad is seen by Muslims as the last in a line of prophets which includes Abraham Jesus who is the Messiah John the Baptist and finally Muhammad right this Continuum of Prophecy and Muhammad is born in a society I like to describe as The Walking Dead right if you've seen The Walking Dead good for you if you haven't seen it you shouldn't be allowed to graduate from Columbia but I have no influence over that decision thankfully so it's okay Arabia was a very difficult Society to live in at the time it was tribal your boundary of responsibility as a human being extended only to your tribe conversely this also meant that your worth as an individual and your security as an individual came down to whether you had a tribe and how powerful your tribe was what gender you were and what economic class you belong to right there wasn't a concept of overarching human solidarity Muhammad is born as someone

without a father his father dies before he's born his mother dies when he's very young he's an orphan he's from a tribe that's kind of low on the hierarchy and he lacks a patron right in a tribal Society if you don't have a patron there is no social security office you can go to to help you out you simply do not matter and Muhammad's religious mission is colored from the very beginning by this idea of marginalization he's acutely aware of marginalization because he suffers it himself and he understands that his followers who early on are socially weak marginal generally they are slaves they are women they are poor they are people without tribes or people from weak tribes that they need protection so very early on he sends the weakest of his followers to Ethiopia again if you don't know where Ethiopia is I can't help you um it's across the Red Sea uh from Mecca which is where Muhammad was born uh I once gave a map quiz to my students here at Columbia uh and a number of them identified Israel with the Red Sea uh which indicates that

nobody has any idea of what's going on um many people thought Iran was located in Bulgaria all of these things which really inspire confidence uh in in in foreign policy and international relations uh that said um everything I said was false Muhammad sends his weakest followers to Ethiopia and there they live under the rule of a Christian King and that's the oldest continuously existing Muslim Community in the world because this community is a minority inside a Christian kingdom it kind of explodes our notion of what early Islam was but Muhammad says no you should go there because

you'll find protection but eventually this isn't enough and so he establishes a city state 200 miles to the north of Mecca in a city that is now called Medina Medina awkwardly in Arabic just means City uh so just you know it's barebone simple marketing right you get what have right that's it and there

Muhammad dictates possibly the earliest constitution in world history it's a constitution that says that the Muslim and Jewish communities of Medina constitute one umah and um is a word derived from the Arabic for mother right one tribe with mutual defensive obligations but religious rights to their own Traditions now what Muhammad is essentially doing in Arabia is he's basically saying that the tribal structure needs to be replaced he's trying to create a much larger sense of human belonging and an interesting very brief example of This concerns a man he met in Medina named jid and JB was a man who had no tribe had no lineage existed totally on the margins he didn't matter and on one occasion when Muhammad was traveling with a caravan which included jalb the Caravan was attacked and once the battle was over Muhammad gathered his followers and said who has lost someone and they named the people they had lost because they were still conditioned by

this mentality that we should think of those who our tribe is responsible for those who belong to us by bloodline by lineage but Muhammad kept insisting that I have lost someone and nobody realized who this person was until finally Muhammad himself had to say I lost JB JB was killed but nobody claimed him because nobody had a sense of responsibility for him and Muhammad himself takes it upon himself to bury jbb and he says as he's burying him he is of me and I am of him meaning in other words that it doesn't matter who we are descended from but we have obligations to each other and so Muhammad's life is characterized by the sense that there needs to be social order to protect the weak where it exists it should be taken advantage of and protected and where it doesn't exist it should be created and defended if necessary and hence the awkwardness we have when we see Muhammad and we say how can a religious leader be a political leader how can a religious leader be a general right this is part

of the problem and understanding early Islam now when Muhammad dies you can think of it as an Abraham Lincoln moment because all of Arabia has become Muslim at this point and when he dies his closest Companions and followers and family think to themselves is this it is it over this great experiment that has been constructed that allowed us to transcend tribe to transcend the these narrow identities what happens now and we can see in those four facts I mentioned at the beginning that early Muslims belied they had some kind of obligation to expand or grow or develop this kind of belonging to Extended to others and this is what explains in part how Arabs from a very small corner of Arabia found themselves within a 100 years in all the different corners of the known world because there was a sense that their faith had given them a universal human perspective and this would Inspire them to go outwards beyond the bounds of culture of language of geography the reason this is important and I want to

close with this is because we have to understand the power of this idea to understand where political Islam comes from why it is a big problem but why it has the potency it does America is a moral idea right most of us in this room probably are not descended from people who fought in the Revolutionary War yet we feel a sense of ownership over that struggle we feel that the circle of belonging started by the founding fathers is meant to continue to grow outwards hence we link the Revolutionary War to the Civil War to the civil rights movement and on and on and on as a sort of fulfillment of a moral Destiny Muslims similarly see Islam as a vehicle for creating an Ever widening circle of human solidarity now perversely and contradictorily political Islam inverts the relationship and becomes a tri identity when Muhammad was all about fighting tribalism but the reason political Islam has resonance is because it builds on a common historical memory even if most Muslims had nothing

to do with that period Genetically speaking ethnically speaking they feel a sense of ownership over it and that sense of ownership is part of the reason why we have a difficulty understanding the Muslim world today and I would end with this that in the United States we identify the project the Constitution the idea of America as a country as a means of creating and sustaining human solidarity and in the Muslim World Muhammad is understood as a divinely guided figure a human being who not in spite of his belief in God but because of his belief in God is able to construct a society that transcends bounds of tribe and race and lineage and gender and hence it is through religion that one can find a more just society and what this suggests at bottom is that there is a tremendous degree of overlap between the idea of America and the idea of Islam and rather than see the two as opposed to each other we can see the two as potentially and ideally mutually convergent thank you very much

What working with psychopaths taught me about lead

i don't want to freak you all out when i tell you this but none of us here is authentic we're all a little fake we're not 100 authentic pinch yourself just to check to see if you're real but i'm going to be talking about a different kind of authentic the kind of authentic which is about how we show up our true selves to other people and what i'm going to do today is i'm going to share with you what i learned about being authentic from working with psychopaths and how i then use that in my work with leaders later on now the psychological research backs up what i'm about to tell you which is that being less than 100 authentic is probably a good thing and it might even save your life let me tell you about a time when it probably saved mine

so picture this i'm sitting in a room and actually it's a prison cell to be precise it's a maximum security prison cell with bars on the windows big heavy iron doors the room is quite bare and i'm wearing a

belt with keys which allow me to go in and out of this room quite freely i'm sitting in this room with a man in his late 50s who is a psychopath and he's been incarcerated for many many years for killing three people two were his girlfriends and one was his closest male friend now it's safe to say he had issues with relationships and particularly when they didn't go his way so back to me sitting in the room with this psychopath and i'm there because i'm a clinical and forensic psychologist and i'm there to carry out a risk assessment i need to figure out the likelihood of

him killing again and for that i need information from him i need to know how well had he planned these murders were they triggered by revenge or power or hate or control and how would we know now you can imagine he wasn't very motivated to share that information with me i mean he was locked up and i had all the power with the keys literally to his freedom and i wasn't going to be able to trick him or manipulate him into giving me that information either because psychopaths by the nature of well very good at manipulation and he would have seen it coming so actually i was going to have to motivate him to give me that information i was going to have to build rapport build trust be authentic encourage him to share the details of what he had done now to do that i did three things the first thing i did

was i stayed within the role i was there for and the permissions of it and what that means is i was there as a psychologist to do a job i wasn't there as a friend i wasn't there as judge or jury there to criticize or punish and so i made very clear the expectations from my side on my role in the work i needed to do and i stayed within those boundaries the second thing i did was i was prepared i did my research it's a very good idea if you're going to walk into a room with a psychopath to be prepared and know who you're about to face so before i walked in i checked out what kind of day he was having had he had any bad news was he in a bad mood and how did he feel about talking to a psychologist about all the things that he'd done most importantly i checked where the exit was in the room so i could get out quickly if i needed to

the third thing i did was i remained curious even when i was challenging him or felt challenged i mean he was a pretty unlikable person so you can imagine some of the thoughts that were going through my mind but it wouldn't have been wise for me to start saying some of those things that were on my mind like oh my goodness how could you do such terrible things and what about the poor victims and oh that sounds gruesome so i stayed curious i framed my questions and responses carefully to test hypotheses to make sure i didn't share assumptions to gather the information i needed was i authentic yeah what kind of not if being authentic means that you're 100 honest at all times i mean i had to think about what i was wearing where i sat what questions to ask how not to give away all the thoughts i was having in my facial expressions of

my body language so if being authentic is being a hundred percent honest or brutally honest no i

wasn't and so what i had to do was think about what being brutally honest would have done had i shared all those things that were on my mind i mean let's face it his brutal honesty had resulted in the death of three people i didn't particularly wanted to trigger that and if i'd been brutally honest i probably would have killed a conversation close down the things that he i needed him to share with me and so what i did was i was authentic but with empathy and what that meant was i put myself in his shoes and thought about what it must be like to sit with somebody and have to share the details of your past and what you had done and i stayed curious

whilst i was showing empathy but let me be clear showing empathy doesn't mean that you agree with what has been done i wasn't sympathizing with him or condoning what he had done because empathy is not agreement it's about understanding and so by showing empathy i was able to get an understanding and through several meetings over many months i managed to figure out what had triggered those attacks to prevent them from happening again and he was able to share openly with me some of the experiences he had had that had led him up to those actions we call that psychological safety as therapists when we sit and create a safe space where somebody can share openly without fear of criticism or judgment we call that psychological safety and that was important in our relationship to get the work done

and so after many months i completed my risk assessment and i was able to walk out of that room closing the door behind me and i walked out alive because i was authentic with empathy fast forward and i'm working as a leader and a leadership coach in business now some of you might be thinking what can working with psychopaths possibly have to do with leadership although some of you might be thinking i know the answer to that well in leadership we talk a lot nowadays about leaders needing to be authentic they need to show up as their true selves they need to be more open they need to be more vulnerable well i've seen some leaders using being authentic and being their real selves as an excuse to be what i call brutal brutal honesty and i'll hear them saying things like you know nashville it's just me this is me you want me to be authentic

right and there are essentially two kinds of leaders that i came across in my work those that were able to create the psychological safety i had seen when i was working with psychopaths where they had teams that trusted each other and they collaborated and they shared and they seemed to have fun and they could even disagree and still keep going and the relationships remained positive and intact and then there was a second group of leaders who didn't manage to do that and you could tell because the teams well they whispered behind closed doors they didn't have that trust between them they didn't like to share or collaborate and they certainly were fearful perhaps even mistrusting of being negatively criticized by the leader or by each other and so in my work with this second group of leaders i asked them what impact they thought they were having in the way they were

approaching their teams and of course the first thing you would typically hear was you know nashville it's not me it's them if i had smarter people i'd be a much better leader and so i explored the kinds of conversations they were having with their team and i made the same observations that this brutal honesty this i'm just being myself but giving unfiltered criticism or micromanaging shouting perhaps or even you know the red pen all over the the memo ignoring perhaps your messages and mails sitting behind computers when you're talking all these behaviors were ways of in a way being brutal in your feedback to your team members and what i shared with them was you know what if that's being you authentic you it's not working for your team you're brutal honesty is actually killing the team's motivation their trust in you and their cooperation

and so i began to think some of the things that i'd learned about being authentic with empathy rather than being brutal in my authenticity might be helpful to these leaders and so i shared three things i encourage them to do the first was know your role and stay within the boundaries of that you are there as a leader you're not there as a friend you're not there to criticize or punish it's important that you're clear about your expectations and you have a conversation with your team members about the boundaries of those expectations the second thing i encouraged them to do was to be prepared and do their research to know their team members much more than just the tasks and the activities they were involved in together what drives this person what motivates them what makes them want to work in this company or with you in doing so

you're able to hook into the other person's desire or motivation to do their work and to perform the third thing i encourage these leaders to do was to remain curious even when they felt challenged because they would often say that they felt they had people who were incompetent or who were resistant to change or pushing back on the agenda that they had sometimes they just didn't like members of their team and so i suggested they remained curious rather than being judgmental or critical and so my feedback to these leaders was well being authentic isn't an excuse to be brutal or careless you can be authentic but you can do so with empathy we all do it all the time take for example a friend who has a bad haircut and asks you what you think and you've probably heard yourself saying yeah it's very you do you like it

i mean you're not being a hundred percent authentic and honest by telling them you don't because you want to save their feelings you care about them so you're showing empathy so we can do it and we actually do it all the time and so the message to leaders is in order to be authentic you don't have to be 100 honest and brutal with it at all times and so what i learned from working with psychopaths was that being authentic comes in many shapes and forms and we don't need to be brutal to be authentic brutal authenticity kills conversations kills connections kills motivation and kills trust whereas being authentic with empathy encourages openness encourages conversation and builds trust and so my message to you today as you leave this room is think about that think about

the

connections that you're building think about the role that you play within those connections and think about the impact that you want to have you can be authentic but be authentic with empathy it might just save your relationships both at home your reputation at work and one day it might even save your life thank you you

What you don't see about depression _ Jayne Hardy Transcriber: Menah Usman Reviewer: Tanya Cushman I had a secret. Not a fun secret with an expiry date like waiting till week 12 of pregnancy to show exciting news or planning a surprise party for a loved one. My secret was painful and shameful. It made me feel below par. Less of a human being. A prisoner in my own home. A waste of a life. My secret was so heavy that it broke me. It took from me my job, my friends, a tooth. And it took me from me. My secret was that I had depression. Depression is a cruel and debilitating illness. It affects every single aspect of my life. The negative thoughts are deafening. I feel weak, ashamed and alone; unworthy, hopeless and helpless. I develop anxieties

on top of my anxieties - leaving the house, answering the telephone, opening the post, driving my car, travelling by train, noise, people. My family were and still are brilliant. But it's almost as if their brilliant shines too brightly, that I put them on a pedestal and depression convinced me that I just don't match up, that I'm a burden to them, that I'm dimming their light, that in simply existing, I am slowly but surely ruining their lives. Talking about depression isn't new for me. I do it every single day as part of my job but from behind a laptop. So standing here today in front of all of you and saying the words aloud, that's different. I feel vulnerable, naked. My instincts are screaming at me to run and hide, but there's nowhere to hide.

And to make matters worse, experience tells me that you probably like me less now than you did two minutes ago, that you might feel a little bit ashamed for me, struggle to maintain eye contact. You might think that I'm lying, maybe attention seeking, perhaps that I'm to blame. The problem with keeping depression a secret is that it only serves to exacerbate the illness. Keeping depression a secret gives it every ounce of your power. There is a well-known quote by Mark Twain, which says, "Anger is an acid, which does more harm to the vessel in which it is stored than to anything on which it is poured." And neuroscience tells us that keeping a secret is just as detrimental to us as that anger. It affects our mental and physical health.

In fact, the very act of thinking about a deeply held secret changes our physiology. We experience a surge in cortisol levels, which have been linked to a weakened immune system, increased blood pressure, memory loss, more aches and pains. Every time that I look in the mirror, I can see how my secret affected me physically. The Grand Canyon on my forehead: a frown line that wasn't there

before, a frown line, which is literally the worry etched on my face. In 2009, I discovered the magical world of Twitter - some of you may be familiar with that today - a place where people were openly talking about my secret for all the world to see - publicly, openly and with clarity. I was so confused. I'd been so desperate to guard my secret. I'd lied to people, hidden from the world,

convinced they'd all be better off without me. It was astonishing to me that there were people who were so unashamed of the very thing that I'd been so ashamed of. But it was powerful too. It was the moment in time that I gave up giving up. I was reading my story in their words. I wasn't the only one who had depression. They did too. I wasn't the only one who was struggling to eat, struggling to sleep, struggling to interact with people, struggling to function. They were too. Those are the people who saved me. The people who saved me from myself were people I'd never met before, people who gave me a window into the outside world, people I could reach from my bed, people who said "me too" as I shared my experiences of depression with them,

people who gave me hope. And as the hope inside me began to grow, I realized something. People, including me, seemed quite comfortable talking about their experiences of depression online. Research by King's College London shows that personal contact with people with mental health problems is the most effective way to reduce discrimination and prejudice. It's a vicious circle. The more that we try to conceal the illness, the more we feel the need to, the more ashamed we feel. It's clear that there's a need for digestible information and an opportunity there to harness peer support, not just for those with depression but for their loved ones too. I'd gained so much from those conversations on Twitter, and I wanted to somehow be a conversation starter for others who were where I had been.

And so the idea for Blurt was born. Blurt exists to make a difference to anyone affected by depression. We start conversations, and we connect people. Think of us as the knowing nod. You've all seen it. A slight bob of the head accompanied by a wry smile, a gesture that says so much. It says, "I'm here for you. I'm listening. I understand." That's us. We strongly believe that mental health is just as important as physical health; the stigma takes lives. All of the work that we do is underpinned by those statements. During Depression Awareness Week, in April of this year, we ran a campaign. It was the first campaign we ever did. The idea behind it was to start conversations and to give people the chance to share the realities of living with depression,

the impact it's had on their lives and to challenge the stigma. The campaign was called "What you don't see." We'd had a good start. On the Monday morning, we were already featured on Huffington Post UK's front page, and we'd emailed thousands of our supporters, but we were still really, really worried about how the campaign would be received, whether it was perhaps a step too far to ask people to boldly talk about depression online. But we needn't have worried. By Monday afternoon,

the hashtag #WhatYouDontSee had been trending for four hours on Twitter. At one point, it was the fourth most talked about topic in the UK. And then we broke our Twitter as we tried so desperately to reply to every single tweet, not wanting any of those brave people to go unheard.

Tuesday was a quieter day. But Monday had exceeded all of our expectations, so we didn't really mind. We thought maybe we'd peaked early, and that was okay. And then boom, Wednesday. BuzzFeed wrote an article about our campaign. It then trended on BuzzFeed's website and was read by over three-quarter of a million people. We then broke our Twitter four more times as we so desperately tried to deal with the increased use of our hashtag. Thursday was another really big, big day. Our campaign was picked up by Metro, GQ magazine, Stylist, Twitter's Moments, rugby legend Jonny Wilkinson, author Marian Keyes, and then we reached the dizzying heights of Hollywood as Prison Break star Wentworth Miller talked about our campaign on his Facebook page. Thankfully, Friday was a much quieter day.

We were exhausted and emotional. It had been an exciting week, but we'd been replying to so many brave tweets that it had taken a lot from us too. Our hashtag was and still is going. I checked just now before I came on, and it's still being used today. It has been used over a 100,000 times on Facebook alone. What was so amazing about the campaign wasn't the campaign itself. It was the people. People who were able to share their story. It made for an incredible week, a week I'll never forget. And in case you're ever in any doubt, your words, they do have meaning. You can make a difference. Depression convinced me that I would never amount to anything, that I was a waste of a life. It almost took my life in 2005 and 2007. Because of those people who were able to share their experience of depression, I was able to slowly rebuild me.

Those same people were a catalyst to a chain of events which see me standing here today. You see, there was power in their pain, not the hurt and devastation. The power was that they were able to use their hindsight and allow me to use it as my foresight. I was able to learn from their experiences, and in turn, others have been able to learn from mine too. A Mexican wave of truth, courage and kindness. Search out those people who share your secrets. Allow them to tell your story in their words as one day you may do for others too. And please know this: even when you feel empty, as though you are nothing, you're not nothing. Your light shines so brightly, and even if you can't see it, we can. Thank you.

What's Your Leadership Language__ Rosita Najmi __ As an Iranian refugee who grew up in rural east Tennessee, and someone who studied, lived and worked in over 30 countries, I thought I knew how to navigate across cultures and languages. I was wrong. There I was, day one of business school, getting my bearings and hearing an alien language. It wasn't English, French, or my native Persian. It was a bouillabaisse of languages, jargon from across the organizational multiverse: the

corporate world, the nonprofit sphere, international development and the public sector. It was weird. In business school, I thought I'd learn about leadership styles. What I found were leadership languages. And I learned that by becoming conversant in these languages

that I could communicate with and contribute to all of these worlds. So how does one become multilingual? Here's my story. In college, I went to West Africa to study microfinance and economic empowerment. Seeing a large public health need, I cofounded and led a nonprofit collecting medical supplies and money. We saw what collective action could yield, and we were creative with our advocacy and our fundraising, with campaigns like "Band Aids for Benin." Along the way, I studied different leadership styles: autocratic, democratic, laissez faire, servant, collaborative, transformational and more. I read books, attended trainings and I even had the privilege to study with some of the greats and to work with General Colin Powell and Dr. Maya Angelou. After all of this, I became convinced that there's no best type of leadership.

So many of us just default to one style or another, similar to how we're born with our native tongue. But this default style doesn't work in every situation. Many leaders obsess over leadership style when really they just need to get over themselves.

Sorry, leader, it's not about you.

What's more useful is to adapt and personalize your leadership to be the leader the situation and the people involved need. It's not so much style as language, the living vernacular of each discrete community and culture. The successful leader will aspire to be multilingual, to speak fluently with all groups and to translate among them. In 2012, while working at the Omidyar Network, I was one of the sponsors

of a two-year study of 12 impact investing funds. One of the "ahas" of this project was that the most successful funds were those led by multilingual leaders, people that could communicate across the corporate, nonprofit, philanthropic and public policy perspectives. These leaders also made sure that others on their team were multilingual. This came to me as a bit of a surprise. I expected the secret sauce to be in sophisticated financial modeling or some other type of complex analysis. According to this study, the multilingual leader will describe their work as being unrelentingly financially driven -- business speak, moving the needle on social and environmental challenges -- nonprofit and philanthropic speak, while addressing systemic market failures -- public policy speak. The study further found

the need to be conversant into four industry languages. Those are finance, nonprofit, government and international development. The multilingual leader was something that seemed very familiar to

me. This really rang true based on my own experience of patchworks across these sectors, and it took me back to that first weird day in business school. Now that we've described the how, let us turn to the what. Where should leaders focus? I will modestly propose three topics that cut across issues, and together we'll double-click on one of them. Data, climate, power. How each of these sectors measure the impact and even the timing, the tempo and the tools that they use for each could not be more different. Say you're the private sector at one end. You have accounting on a daily, a weekly,

a monthly and quarterly increments. The public sector. You're working on multi-year election cycles. The nonprofit and philanthropic sector, well, you may give yourself 15 years or even a generation to reach a goal. Yet all of these sectors must come together to reach these outcomes. To make it real, let's look together about how these sectors can come together to address power with the focus on gender equality. Say you're a public sector leader. You have the unique ability to create equity, a level playing field, so everyone has a fair shot. You can create regulations and incentives to increase the use of gender data. You can set goals for women on boards and in public office. You can practice gender budgeting and you can mandate paid care. Say you're a leader in the business sector.

You can design products and services that unleash the economic power of the female customer. You can fortify and diversify your supply chain with women-owned businesses, and you can invest in your female talent pipeline with pay equity and leadership opportunities so that your corporate decisions are more inclusive. Or maybe you work in philanthropy or international development. You can help remove the barriers, whether formal or informal, that influence how power is distributed. You can fund the research and training that both the public and the private sector need to do their part. You can fund campaigns and grassroots efforts that influence social and cultural norms. And you can help get women in decision-making roles in their households, in their communities, in their countries and in economies.

The multilingual leader can be conversant and use the languages of all of these sectors to identify the root causes, and then collaborate together to find the solutions to these complex issues. So here is over 20 years of experience distilled into one sentence. Don't fret over your leadership styles, focus on your leadership languages. So over to you, leader. Which languages are you going to learn next? Thank you.

What's in a name_ Islam_ History_ and Identity _ O asalamu alaykum which is a way that Muslims connect and also is another way of saying what's up we're such a mix aren't we my own particular mix Is Peruvian on one side so Latino and on the other side east Indian my other people we are Masala a mix a mange you see there are no distinct races or people hermetically sealed from each

other culturally or genetically we are constantly in flux in mix We are Becoming just as we are now we are always becoming something else part of my own coming becoming was a becoming of my identity as a Muslim culturally speaking you see there is no in some ways Purity except our shared Humanity my becoming this identity among

others took a long while and if I was to identify exactly when that process began let's just say it started sometime before 911 on the day of the attack in New York City I was living in the Bronx um a mostly poor and workingclass black community I was working there and we we we saw in the distance a plume of smoke rising over the towers they said a plane had just flown into the World Trade Center something told me I should call my parents so I called them and within a few seconds the line cut out it was a war zone because although I lived I actually I worked in the South Bronx at the time I was actually living only a few blocks north of the World Trade Center and it was sort of like the movies you know this war zone it was surreal and it made me reflect you see I grew up Catholic following my mother's religion I was even a altar boy and everything and yet my father grew up Muslim and I had this distinctly Muslim

name Omar hammed Ali right there part of assimilating when I was 12 years old my parents asked me if I wanted to change my name uh from Omar to something less foreign less Muslim sounding and so they asked me they said you know pick a name of course an American name that another kid in your class doesn't have and the only names I could come up with were Phillip and Stewart so I chose Stewart and I became stew actually we were living in Southern California so uh my friends would say hey Stu right well a few years passed and I went to college and some of the stuff was kind of like in my mind and I was starting to study political economy and cultural anthropology and world history and I was learning about colonization and Western imperialism and about exploitation in Africa and in Latin America and in Asia and I became very angry for having been stripped of my cultures my people mente but I came to understand that my

parents had changed my name as a way of protecting me it was a loving act I had this French friend uh Benedict in college and uh she had trouble saying my name Stuart right and so uh she would say St and so I I said you know you can call me Omar om and she said much easier in French right and with and with her encouragement and my buddy Chris little shout out to my buddy Chris I went back to my name Omar so Flash Forward some 15 years and I was living in New York crisp fall day living through 911 it was terrible one of my best friends Blake Wallin um actually brought a picture of him with me um was killed in the attack it was in the um second tower which crashed 29 minutes after the first and it was terrible for everyone not just those of us who were there but everywhere I know that some of us

reacted in you know different ways to 9/11 I mean everybody reacted in some way right for some of

us we wanted to become less conspicuous my mom I remember asked me to to shave off my beard I had this scraggly beard why to look a little less Muslim and I did that I continued I worked on finished my PhD I pursued an academic career I landed some teaching jobs did research and I mostly kept the whole Muslim thing sort of sort of on the side and yet clearly I was conflicted because I was studying and doing more and more research on Islam and world history and then in 2008 came Barack Hussein Obama I don't know if you remember there was um an interview that former Secretary of State Coen Powell gave now Coen poell actually grew up in the South Bron as it turns out he gave it on on Meet the Press and this was the context of the presidential election and then s Ator Obama was running and being there

was sort of accusations of him not necessarily being a true American because of his family's Muslim background and Coen poell asked a very simple but profound question he said or rather asked so what if Obama is Muslim so what if Obama is Muslim for me the veil had been lifted it was an epiphany and I was taken by the Simplicity but the profundity of this question and I decided right there and then that I needed to speak out I needed to speak out not just for myself but for all Muslims and non-muslims I wanted to offer a different narrative something that would counter the overwhelmingly negative portrayals and innuendos of Muslims and Islam I also and it wasn't totally clear at the time but I also wanted to challenge this idea of identity see there's this thing that we do um as human beings uh which is that we hold on to multiple identities as it

turns out right and we call it code switching when we speak to say our friends we speak one way as opposed to speaking to I don't know little kids or speaking to people who are much older or speaking to our boss I mean you wouldn't go into an interview right and and and go in there and say hey what's going on what's up yeah you wouldn't do that you would do something like you know uh good morning it's a pleasure to meet you you know simply because that's the convention that is what's seen as appropriate now of course what is appropriate is a function of power which takes us back to colonization and world history but code switching is something that we do a lot actually we use different language we use different speech patterns we use different body language in speaking to different people after all we are many things to different people right so I am a son to my parents I am a brother to my sister I am a father to my children I am a Professor to my students I am a taxpayer to the IRS I I mean you know we

are many many different things and I am also Muslim and Christian culturally speaking so we have many different kinds of identities you see I think we should play with these identities because it's a way for us to become something other than what we are but something that we want see the question is not so much a question of needing but of wanting it's a very different different thing to want something than to need it huh it's a different posture so there are many different identities out there right what are some of the identities and things that you like in others well we can actually

perform formed those things well one of the identities that many people don't know about is Islam and Muslim so let's talk about that for a second so Islam is a religion that started in the 7th Century in Western Arabia for Muslims their Prophet Muhammad was a merchant turned Mystic who at the age of 40 started hearing these voices and thought he was going

insane now his wife Khadijah who was 15 years older than him and all the wiser uh one time when he came to her trembling and she was holding him she said well maybe honey she probably didn't say honey but she said maybe you should just simply listen to The Voice and According to Islamic tradition he did and the voice was that of the Archangel jibrael otherwise known as Gabriel who was speaking as an intermediate to Allah which is simply the Arabic word for God you see Islam is a continuation of the judeo-christian Traditions the holy book for Muslims the Quran right may be understood as the third in a three-part volume series the first being the Jewish Torah or the Old Testament the second being the story of Jesus the New Testament and the third being the Quran which includes elements of both the New Testament and the Old Testament the Torah okay so for for Muslims Jesus is a great and beloved prophet in the abrahamic

tradition so Islam spreads outside of Arabia moves over to North Africa reaching Iberia going down the East African Coast going over across the Middle East to India to China to Southeast Asia via the Indian Ocean it crosses into subsaharan Africa goes into West Africa and then moves over to the Americas via the transatlantic slave trade because many of the captives were Muslims one of the very interesting things about Islam which is true about all religions is that it takes on the characteristics of the people and the societies into which it enters so Islam is transformed right you think about that all the different expressions of Christianity right you have Protestants and you have Catholics but you have also within Protestants you have the Baptists the lutherans the Calvinists the Quakers the Shakers all kinds of denominations same thing is true of Islam there are many schools of jurist prudence there's the famous Shia you know Sunni distinction which is more about political leadership early on you

have all these different Sufi brotherhoods I mean you think about this the Pope in the Vatican right and a black Baptist Minister here in the South are both Christians but their Christianity looks feels and sounds different so is the case with Islam Today there are about 1.6 billion Muslims in the world about 7 million in the United States what's really interesting is about 80% of Muslims in the world live outside of the Middle East they live outside of the Arab heartlands so most Muslims are actually not Arabs Muslims are very very diverse and not only in who they are in terms of where they come from but how they think you have conservative even reactionary Muslims but then you have Progressive feminist postmodern Muslims you know I feel close to the sufis the mystics of Islam and like the sufis or the Jewish Mystics or the Christian spiritualists or the Hindu Vidics or the enlightened Buddhists or the Marxist materialists or the quantum

physicists we are inextricably connected inextricably linked indeed Inseparable identities separate us identities keep us from seeing what we have in common identities actually cover over more so than not the actual differences within a certain identity you know there's this very powerful thing that's done in improvisational theater improv actors they take the unit of development of growth as The Ensemble on stage and they build on what each other has to say they take an offer and do stuff with it create so one actor will come up and say o oh here's the flower the other doesn't come up and say what do you mean there's nothing there right they say they say they say oh what a pretty flower that smells so nice right that technique of affirming and building on can be called yes and affirm and create off of it as opposed to negating so I think that all of these spaces are performance spaces here we

are on a stage right Shakespeare said all the world's a stage all the world is a stage we can choose to perform on these stages or not we can choose to perform what we want to become not in some sort of disrespectful way should we be playing with identities but in a in a respectful way to be creative off of identities and not be confined by them so in that spirit I say play perform pretend fake it till you become it so my question to you is what are you becoming all power to all people becoming

yeah

When God Talks Back _ Tanya Luhrmann _ TEDxStanfor

Translator: Zeddi Lee Reviewer: Peter van de Ven What I want to talk about this morning is a remarkable phenomenon: that people not only talk to God but they learn to experience God is talking back. Many, many Americans are involved - and many other people - are involved in what you may call a renewalist spirituality, a kind of spirituality in which they want to experience God intimately, personally and interactively; they want to reach out and touch the Divine here on earth. I wanted to find out how they did that. I am an anthropologist. My job is to immerse myself in the world that I've come to study and to keep observing so that to some degree, I get a sense of what it would take to become a native in that world. Unlike Margret Mead and Gregory Bateson,

who are pictured here in New Guinea, I did this work in America. I spent two years in the Renewalist Church in Chicago and another two years in one in the Bay Area. I went to Sunday morning services. I was a member of house group. I was in a prayer circle. I hung out with people. I prayed with people. I really wanted to know how their God became real to them. So let me begin by asking, Who is God in a church like this? Well, God is God, God is big, God is mighty and holy and beyond, but God is also a person among people. The pastors in this kind of church want you to experience God the way the early disciples experienced Jesus. They walked with Jesus. They ate

with Jesus. They talked with Jesus. He was their friend. And these pastors will tell you that you should put out

a cup of coffee for God, you should have a beer with God, go for a walk with God, hang out, do the kind of thing with God that you'd get to not do with anyone who you wanted to know as a person. And he cares about all the stuff in your life, the little stuff: where you want to go in your summer vacation, what shirt you want to wear tomorrow morning. You can talk to him about that. So I wanted to know how people learned to interact with God, how they felt that God was speaking back. And I knew that they learned because newcomers would come to these churches, and they would say things like "God doesn't talk to me," and then six to nine months later, they would say, "I recognize God's voice the way I recognize my mom's voice on the phone." What I saw the church teach

was that you should think about your mind not as a fortress full of your own self-generated thoughts and feelings and images, but you should think of your mind as a place where you were going to meet God, and that some of those thoughts that you might have thought of as yours, they were really God's thoughts being given to you, and your job was to figure out who was God. And in fact, people did talk in ways that suggested that they would have - as if they had experiences that weren't their own. A woman said to me, "As I've started to pray in this church, it feels like my mind is a screen that images are projected on. Somebody else is controlling that clicker." And of course, not all thoughts were thought to be good candidates for the kinds of things God would say. People would look for thoughts

that stood out, that were more spontaneous than other thoughts, thoughts that were louder, that captured your attention. One woman explaining to me how she learned to discern God speaking said that people were praying over her one day, and the phrase "Go to Kansas" flashed into her mind. So her parents live in Kansas. She was kind of idly thinking about visiting them, but when this thought just captured her attention, it made her say, "You know, makes me want to say, 'Where did that come from?'" So you could imagine there would be risks from this style of discerning God's voice.

I did think people were reasonably thoughtful about the process. I also thought that the church took care to minimize those risks. One morning, the pastor said in church,

"You know, if you think God is telling you to relax and calm down - totally fine, take it as God. If you think that God is telling you to quit your job, pack your bags and move to Los Angeles, I want you to be praying with every member of your house group, I want you to be praying with your prayer circle, I want you to be praying with me so that together, this community can help you to discern whether

that's actually God or just some of your own stuff that's getting in the way of your relationship."

So what are people doing when they're praying like this? They're using their imagination to do something that they do not regard as imaginary. If you're going to represent God, if you're going to think about God, you've got to use imagination because God is invisible.

It's a very 21st-century thing to draw the inference that if you're using your imagination, you are doing something false. It turns out that using the inner senses, using the imagination has been part of the tradition of Christian spirituality for many, many years. The medieval monastics cultivated their inner senses to make God more alive and present to them. That's what these Christians are doing. They are not only talking to God in their mind - using their mind's ear to talk and then to listen to something that God might say - they are imagining that they are sitting on God's lap while they're doing that, or they're on a park bench and they're trying to feel God's arm around their shoulders, or they're in the throne room and their cheek feels warm because of the heat

of the blazing light from the throne, or they're lighting a candle to God in their mind and they're trying to smell the scent of the smoke as it wafts up to heaven. My work demonstrates that this cultivation of the inner senses, it's a skill. You get better at it over time, and it changes you. The people who do this, they say that their mental imagery gets sharper, they say that things they have to imagine become more real to them, and they are more likely to report that God's voice would sort of pop out into the world and they'll hear it with their ears. So just to give you a sense of the way people talk about their own change: This is a woman who said to me that as she began to pray, her images would get so vivid, "Sometimes," she said, "it's almost like a PowerPoint presentation." And then she spontaneously gave this example

of God's voice popping out into the world so she could hear it with her ears. So one morning, she had wonderful devotions, she felt great about her prayer time with God, she came out on to the street - it was Chicago, it was freezing - she was very grateful that God brought the bus along really quickly, she gets onto the bus, she's reading a book, she's getting all caught up in the book, and she is missing her stop to get off the bus. And God says to her in a way she can hear with her ears, "Get off the bus!" So she stops the bus driver, she gets off, and she feels wonderful all day that God has been so intimately involved with her as to enable her to make her stop. What do we make of those kinds of experiences? It turns out that these funny voices and visions,

they are less unusual than you'd imagine. So depending on the way that you ask the questions, somewhere between 10% of the general population and 70% of the general population will say they've had one of these odd experiences, like maybe even drifting off to sleep and you hear your mom calling your name, or maybe you walk into the living room and you look at the cat, the cat's on

the couch, you look again, you realize the cat was never there. These are not crazy; they have a different structure and pattern than the kinds of experiences people have when, for example, they meet the criteria for schizophrenia. They tend to be rare, they're common, and many people have them. But when you ask people whether they've ever had such an experience,

they'll remember one, maybe two, maybe a handful of these experiences. They're really brief. You see the wingtip of an angel and then it's gone. You hear a voice, four to six words, and then it stops. And they are positive. I remember a woman who was in distress, and she was driving down the street, and she really heard God speak out of the seat behind her in the car and say, "I will always be with you." It was a little freaky. She pulled over to the side of the road. But then she wept with joy because, I mean, why would you not? So these experiences can be powerful. My work demonstrates that they respond to training. The more people practice inner sense cultivation, the more likely it is that they'll say that they've had one or more of these experiences, and the more likely they are to say that the experience was powerful.

While doing this work, I ran an experiment. I got a hundred people into my office. We randomize them into lectures on the Gospels or this inner-sense-rich prayer. And the rule was 30 minutes a day, six days a week, for four weeks. We brought them back; we gave them a bunch of computers experiments and standardized questionnaires. And turned out it was the folks in the prayer condition who, on average, reported sharper mental images - they reported more sense of God's presence, and they said that God was more present as a person to them, and they were more likely to say that they had unusual spiritual experiences - among them these voices and visions. We were also able to demonstrate that some people are better at this kind of stuff, independent of the amount of time

they spend praying. We give people a standardized questionnaire that asks them, in effect, whether they feel comfortable being adsorbed in their imagination. Turns out that the more items you say true to on that scale, the more likely you are to say that you experience God as a person, the more likely you are to say that you have a back-and-forth relationship to God, the more likely you are to say that you've had one or more of these odd voices and visions. So what do we learn from this? Well, the skeptic could say that we learned that, you know, Christians are just making it up out of their imagination, and that's what I have always thought - end of story. I actually don't think that we learned anything about the real nature of God from these observations. I don't think that social science

can answer that question. There's also a Christian way to ask this question, which is, If God is always speaking, how come not everybody hears? I think what we learn is that change is real, that as people enter churches like these and they begin to pay attention to their mind in new ways, they begin to pay attention to their inner senses, they really do have different experiences that they

associate with the presence of God. I came to think of churches as offering a social invitation to pay attention in particular ways, and I thought of individuals as having a psychological response to the way that they trained that attention. I also think that we learned that belief is not a thing. Sometimes if you are a secular person and you kind of look at somebody who is a believer,

it is tempting to think that they have this extra thing in their life - it's like they've got a piece of furniture in their house that you don't have.

I think these observations suggest that in many ways, the experience of God is made slowly, through the way that you pay attention to your world, to the way that you pay attention to your mind, to your history of hearing God and talking with God and feeling more confident that God is there. I think these practices make God more real to people, and that has a palpable effect on their life. I also think this helps to explain why these kinds of practices are so much more appealing in this kind of society. Since the 1960s, there is Christian mainstream liberal churches -

their membership has been plummeting. Churches like these, they've exploded; the congregations are huge. I think it's because of these kinds of practices. I think that they make God more relevant. You know, you're trying to hear God speak - God shifts from a 45-minute engagement on Sunday Morning to something you're doing throughout the week. These practices make God more real to people, they make God more alive. And I think these churches, by putting the emphasis on these practices, emphasize the experience of God and emphasize God's mystery. And that helps somebody to hang on to a sense of God in what they perceive to be a skeptical, secular society. And finally, I think we learned something about our minds. I think that we learned that the way

we pay attention to our minds changes our mental experience. It's so tempting to think that the inner landscape of your experience is somehow set as the way that it is. I think that we learned from this that whether or not you are a religious person, whether or not you believe in God, you are making choices in the way that you use your imagination and your inner senses, and the choices you make will change you. Thank you very much.

Why Aren't We Teaching You Mindfulness _ AnneMarie Translator: Sarah Braun Reviewer: Denise RQ Harvard conducted a research study and they tracked more than 1,000 people from birth until age 32, looking for what made someone successful. What common characteristic or trait was seen in a successful individual? It wasn't their race, what language they spoke, what neighbourhood they grow up in, or how much money their parents had. It wasn't how well they did on standardized tests, or even their IQ. It was self-control. Those who were successful, who had good careers, financial stability, loving relationships, and physical health, were the ones who could focus, pay attention, and regulate their emotions. They were the ones to practice mindfulness. It doesn't matter if I give you all

the shiniest new iPads,

and Stephen Hawking is teaching you Math, if you can't focus and pay attention, how well will you do? Mindfulness is the foundation for all other learning, for all success you will have throughout your entire life. So I ask you, why, if we know that this is the single most important predictor of success for human beings, why aren't we teaching it to you? Mindfulness exercises are designed to train your brain to have focus, attention, and emotional regulation. There's mindful listening, eating, breathing, movement; it's a way of engaging in the present moment, without attachment and without judgment. Mindfulness is grounded in more than 30 years of scientific study, most major universities in the world, Harvard, MIT, Stanford, Yale, Oxford and Cambridge, just to name a few, teach and/or research this practice. In fact, Oxford has a Master's Degree in mindfulness.

This isn't religion, this isn't hippie nonsense, this isn't some idea I came up with in my backyard. This is science. There exist literally thousands of studies that show us that mindfulness practice decreases depression, anxiety, and stress; increases overall feelings of well-being, happiness, focus, attention, and academic achievement. So, I ask you again: why if we know this, why aren't we teaching mindfulness to you? We are inundated with distractions; our phones, our tablets, all the sights and sounds that surround us. The never ending dialogue our brain is having with itself. The ability to focus on one thing at a time for an extended period is a skill and it requires practice. You all know what I'm talking about. You're sitting in your class, and you're pretty sure you heard the teacher say the words 'important' and 'quiz'. But then that girl you met

over the weekend texted and while you have to respond, you want to sound cool and interested, but not too interested, I mean you're not desperate. And then a breeze blows through the window and whoa, what is that smell? Has that girl always been in this class? She's got pretty hair. Man, I like a girl that smells good! Wait, do I smell good? Did I put on deodorant today? Am I sweating? Sweating is weird. It's like your body's crying smelly tears.

And then the bell rings and you have missed all of class and you definitely have absolutely no idea what's important and what's on the quiz. The ability to turn your attention to the class, to focus on something that frankly might not be that interesting - like algebra - it's a skill, and it requires practice. Mindfulness is how we get there.

I find it funny when people tell me that they don't need to practice mindfulness, Oh, I got this! Really that is so strange because I'm pretty sure Kobe Bryant already knows how to play basketball, but he's still practicing. He also practices mindfulness. Mindfulness isn't just about the ability to focus and pay attention, it's also able to feel emotions like pain, anger, frustration, anxiety, and fear and not react to them. Mindfulness gives us space between our emotions and our responses, so that we

can actually think first. Sometimes we forget that our emotions are ever-changing, that joy and pain come and go like ocean waves. Mindfulness allows us to surf, rather than drown. And sometimes we forget that we're not the only ones feeling pain. Look around the room,

look at the person next to you, in front of you, behind you. They have all experienced pain. Every one of you have all experienced pain. Pain is inevitable. Suffering? Well, that's a choice. We may not be able to choose all the uncontrolled circumstances that life presents with us any more than we can choose the weather, right? But we can choose not to be victims to our circumstances, because we can choose our reactions. Pain and anger, well, they're just not good excuses because they're a part of every human experience. If we respond to anger with anger, we only make the situation worse. The harsh truth is that it doesn't matter how righteous and justifiable your emotions may be, it is irrelevant, because you'll be judged based on your reactions

and not your reasons. Mindfulness allows us to be reflective and not reactive. It's not about running from our emotions or not feeling our emotions, it's allowing us to not be overwhelmed by our emotions. It's not about controlling our thoughts and emotions, but rather not having our thoughts and emotions control us. I have two teenagers. I teach teenagers and I was once, 900 years ago, a teenager myself. The struggle to deal with your emotions is real and overwhelming. The part of the teenage brain that regulates emotions, that hasn't fully yet developed. But the part that feels emotions, that's the size of a full grown adult. So something small can really easily turn into something big. You're walking in the hallway and you see your friend, they look right at you, and you're like, "Hey, what's up?",

and they ignore you like a Casper. So you walk into your next class, and you spend the entire time trying to figure out why this person hates you now. You've texted all of your other friends, and nobody's responded, you've replayed the last three conversations you had with them in your head, and you still have no idea what went wrong. So you decided that, well, you hate them too, now, I mean, who are they to ignore you, right? Or you decided that, well, gosh, they ignored you and nobody's responded to any of your text messages, and man, this must mean that actually nobody likes you and really, you don't have any friends, and no one's ever going to love you, and you're definitely going to die alone with a hundred cats.

Obviously. Right? Clearly.

Look this right here, this is called taking a left turn down crazy lane. And we are all guilty of it. Mindfulness allows us to stop at the intersection of reality and crazy lane; choose which path we want to go down. With all of the no needs and benefits of mindfulness practice, I ask you again, why are we not teaching it to you? Well, part of that is because for a long time, mindfulness practice has

been a privilege offered in well funded schools or through expensive individual instruction. CEOs, celebrities, world famous athletes, they flock to the trainings, paying as much as 10,000 dollars to learn the secrets of success. It's important that we have mindful leaders, but we are missing great thinkers, innovators, and doers, those who can't afford to pay for the skills required to succeed. Do we really think

all the best and brightest happen to be born with money? And what about those born in poverty, I mean poverty is traumatic. We're born into generational poverty, whose parents and grandparents, aunts, uncles, sisters, and brothers, all live in poverty. They're surrounded by the trauma of poverty and stress to contagious disease. It doesn't just affect the adults, it affects everyone living in the home. We know that poverty is traumatic, we know that trauma changes the brain and so without practices like mindfulness, gifted children are left behind. I believe that mindfulness practice should be offered in every school, in every county, in every district, in every state. It should not be about whether or not--

Thank you. It shouldn't be about whether or not your parents can afford the instruction or they can afford to move you

to the right ZIP code in the right school district. I believe that mindfulness practice can reverse generational poverty, and we can move kids up and out. I had a fourth grade student who grew up in generational poverty, his parents were in and out of prison, drug use, he was considered a trouble maker, academically behind, he even had to repeat a grade. He would get so frustrated, he would throw his desk across the room, run out of the classroom building, out of the school, and all the way down the street multiple times a week. Now, two years later, he practices mindfulness every day. He has no more classroom or behavioral issues, and he's in the gifted and talented programme. He would tell you that it wasn't until someone taught him how to deal with his emotions,

that someone taught him mindfulness practice, that he was able to change his whole life. We know one of the number one predictors for a student dropping out of high school is behavioral issues. We know that if you drop out, you're four times more likely to live in poverty. So we create these very specific rules and consequences, but do we really think little Timmy doesn't know he shouldn't poke little Tommy in the eye? Or does he not know how to stop himself? Has he never learned how to manage his emotions? And for some, those emotions can become so overwhelming they can feel permanent. Suicide is the third leading cause of death in children ages 10-24. 4,800 succeed in taking their own lives every year and 157,000 are treated for self inflicted injuries, just in the US. In a study looking at 320 schools, students ages 13-17,

they found that nearly half, 49.5% met the criteria for suffering from at least one mental health issue:

anxiety, depression, ADHD, eating disorders. We know that schools are the number one provider for support for students, we know you're struggling, we know that mindfulness works, so I ask you again, why aren't we teaching it to you? It's with this in mind that I conducted a research study with the University of Colorado in Denver on the impacts of mindfulness instruction on fourth grade students in a low income school here in Denver. We looked at the teachers' perception of the students' ability to regulate their emotions, engage in pro-social behaviour, and academic achievement. Those students who went through mindfulness practice scored 250% higher

on emotional regulation, 600% higher on pro-social behaviour, and 550% higher on academic achievement than those who did not go through the class. We then asked the students, well, what do you think of mindfulness class? 100% anonymously self reported that they enjoyed the class, they benefited from the practice, they will continue to do it, and they believe all other children should learn it. They saw the greatest improvements in their ability to calm down, focus, and avoid fights, as well as feeling happier at school and at home. The teacher rated the class a 10 out of 10 and said that she believed mindfulness instruction actually led to an increase in teaching time between 11 and 20 minutes. Mindfulness practices are exercises designed to help you become a more mindful human being, one who can focus and pay attention

and miss a distraction, one who can feel intense emotions, and rather than react, reflect and respond. Mindful listening? Man, that's going to be important to every relationship you ever have, for your entire life. Mindful eating? That's going to determine your physical and mental health, and mindful breathing allows you to find calm and focus, peace in a chaos. These practices ultimately lead to compassion, generosity, kindness, altruism. We need the world to be more mindful, we need you to be more mindful. First, you have to decide that you want to be the change that you want to see in the world and then go about being it. Throughout this talk, I've asked you why you aren't being taught mindfulness. I will end with asking you to take personal responsibility for your life. If you believe, as I do, as many,

many, many others do, that the path to your success, the path to a better world, lies in the practice of mindfulness, then ask your teachers and administrators to bring in experts to give you the skills that you need to have to succeed. You need to take ownership over your future. Change will happen; by choice, not by chance. We will change the world, one mind at a time. And it starts with yours. Thank you.

Why Broken Hearts Hurt _ and What Heals Them _ Yor I'm Yoram Youvel. I'm a psychiatrist and neuroscientist at the Hebrew University of Jerusalem. And when I was 14 years old, my father died. I was sitting in class when my mother and my grandfather knocked on the door and asked me out to the corridor. "Your father's very sick," my mother said. "Your father is dead." And then I felt it. A

crushing pain in my chest. I can still feel a glimpse of it whenever I think of my father. He was a doctor, a scientist, a paratrooper. He was a young, strong, happy, healthy man. He was my hero. And his death broke my heart. Do you remember the pain you felt when someone broke your heart? When your best friend or your mother died?

Or the man you loved told you that he doesn't love you anymore. You probably do. But why do we feel mental pain at all? And what's the relationship between physical and mental pain? And most importantly, how can we make mental pain better? Together with many scientists and physicians, I spent years searching for answers to these questions. Now, growing up, I never heard the words, "We want you to be a doctor and a brain scientist like your father." But somehow that's what happened. Twelve years after my father died, I was a graduate student at Dr. Eric Kandel's lab at Columbia University. Eric, who won the Nobel Prize for his work on the molecular basis of memory, was the ultimate mentor. Passionate, energetic and inspiring. Under his guidance, I studied a receptor. It's a protein that's part of a synapse.

And synapses are structures through which nerve cells communicate with each other. Now that receptor was a GPCR. That's a G protein coupled receptor. I'll explain what this means in a minute and then you'll understand what this stack of markers is doing here. And when I did that, I didn't really realize that work on that receptor, which seemed completely unrelated to my future work as a clinical psychiatrist, would one day help us in our search for better treatments for physical and mental pain. Now a big step along that way was the work of Jaak Panksepp, my other great scientific mentor. In a classical experiment, Panksepp separated puppies from their mothers for 15 minutes. Never more than that because he loved animals. When puppies lose their mothers, they make a sound which is called the separation distress cry.

And it goes like this.

Puppies do it, kittens do it, babies do it. All young mammals do it when they're in pain or when they miss their mothers. And we all know how this cry makes us feel inside. Panksepp and his colleagues then traced the brain circuits that produce these cries in guinea pigs, and they made a startling discovery. That these are the very same circuits that are active when humans feel sad and when they experience depression. And these circuits are also part of the brain's pain matrix that mediates our sensations of physical and mental pain. But why are we born with this terrible gift hardwired into our brains? Well, probably because like any pain, mental pain is an alarm system. Its task is to prevent damage. When babies lose their mothers,

they hurt and they cry. Which brings their mothers back, and it also makes them seek their mothers. In the wild, this is life-saving. Puppies and babies cannot survive without their mothers. So now we

know why we have mental pain. It is the glue that keeps us together in couples, in families and communities. And when someone we love goes away or is taken away from us, it's this pain which draws us back together. And once we realize this, then we can answer an age-old question that poets and philosophers have been asking for thousands of years. Does love always hurt? What do you think? Does love always hurt? Yes, love always hurts, of course. Because that's what it's supposed to do. Mental pain is simply the high price, the very high price, that we pay for our ability to love. And personally, and, you know, I've been

around the block a couple of times, personally, I think it's worth it. But we're not entirely defenseless against pain because our brains produce endorphins or endogenous opioids, our very own feel-good molecules, the natural remedy for both physical and mental pain. Endorphins are released in the brain during aerobic exercise or when we're close to someone we love, and immediately after severe injuries. And we now know what endorphins do, they attach to special receptors in the brain, and the most important among them are mu opioid receptors. And just like the receptor I worked on in Kandel's lab, mu opioid receptors are GPCR. Here's how they work. Like all GPCRs, mu opioid receptors are made of seven spirals or loops that are stacked together, sticking through both sides of the cell membrane.

Like this, OK. And when endorphins attach to mu opioid receptors from the outside, they cause them to change their shape. Like this, OK? And this triggers a series of events inside the neurons which eventually ease the pain. Now, forget the molecules for a second. When you hug someone you love who is suffering from severe physical or mental pain, you actually cause her brain to release endorphins. They attach to mu opioid receptors in her synapses and turn them on, and they soothe her pain. And yet, sometimes mental pain gets so intense that no amount of love can soothe it. But medicine has powerful drugs that can ease any physical pain. These are the narcotics or opioids like morphine. Narcotics work mainly by activating mu opioid receptors. But if so, can narcotics also treat

the pain of separation? It was Jaak Panksepp who found the answer. Panksepp gave his puppies in a separation experiment tiny, tiny doses of morphine, lower than the lowest doses that are used to treat physical pain, and his puppies immediately stopped crying and started playing with each other as if they no longer miss their mothers. Let's go to humans now. When mental pain in humans becomes too intense to bear people, some people, will do anything to stop it, even try to kill themselves. Indeed, and I'm saying this as a clinical psychiatrist, unbearable mental pain is a huge risk factor for suicide. But if narcotics treat physical pain, and if they can soothe the mental pain of separation, can they also help suicidal people become less suicidal? A few years ago,

together with Panksepp and other colleagues, my research team conducted a clinical trial. We gave

people who were severely suicidal very low doses of a narcotic drug, called buprenorphine, for four weeks. We discovered that tiny, tiny doses of buprenorphine, which are too low to treat physical pain, helped many of them become less suicidal. But narcotics are extremely dangerous drugs. They may cause addiction, and they're lethal in overdose. In contrast, endorphins are not lethal in overdose, and they're much less likely to cause addiction. So narcotics and endorphins probably activate mu opioid receptors in different ways. Now, if we could find drugs that activate mu opioid receptors in a way that resembles how endorphins activate them, we might be able to treat

physical and mental pain without some of the dangerous side effects of narcotics. And when my research team came to this conclusion, I suddenly remembered what I had learned in Kandel's lab many, many years ago. Some GPCRs can be activated by two different drugs at the same time. And when this happens, the result may be different from what happens when they're activated by just one drug. So our research team then used molecular computing technologies to create a detailed virtual model of the human mu opioid receptor. And then, with the help of programs known as molecular docking algorithms, we screened thousands of existing drugs on a virtual model of the receptor. Eventually, we found a way to teach an old dog, that's the human mu opioid receptor, some new tricks. We found two drugs that are not narcotics, and they work together

in very, very small doses to activate the human mu opioid receptor. I'm not telling you their names, because we still have to run many tests and clinical trials before we can be certain that their combination does exactly what we think it does. But both of these drugs have been around for many, many years, and they've been used by millions of people. So we know that they're safe for humans. Here's our bottom line. Let's summarize what we've seen. First and foremost, mental pain is real. It's hardwired into our brains. And mental pain is an essential part of mourning and depression and sadness. And when it gets severe enough, it can actually make people suicidal. Endorphins are brain's natural remedy for physical and mental pain, and they work mainly, not exclusively, but mainly by activating mu opioid receptors. Now, narcotics also activate

mu opioid receptors, but in a way that causes addiction and can lead to death. And this is why narcotics are so dangerous. New computational technologies have helped us identify two existing drugs that together may treat physical and mental pain without some of the severe side effects of narcotics. However, this is still a work in progress. It would be a few years before it may become an approved treatment. But, and this is the last thing I'm going to say, regardless of drugs, you have the ability to help family and friends who are in severe physical or mental pain. Thank you very much.

Why Confidence Is The Secret To Great Leaders At W have you ever asked yourself what makes a great leader at work and at home now let's widen the lens what makes a great boss a great manager a great coach great parent a great friend i believe this secret is confidence now when i say

the word confidence what i'm really talking about it's an attitude it's how we think about ourself and how we think about ourselves drives how we feel about ourselves which drives our behavior and this is why confidence is so incredibly important we also know that confidence is part of emotional intelligence and there's been a lot of research about emotional intelligence and why it's so incredibly important i love the quote from harvard business review that says this emotional intelligence and confidence boosts are you ready career success entrepreneurial potential leadership talent health relationship satisfaction humor and happiness this is the secret sauce this is the blueprint for success and the

best part is these are skills we can all learn every single one of us can learn confidence is simply a set of skills all of us can learn and this is why i'm so passionate about this topic so i have been fascinated and very curious about the top ground confidence for the last 25 years so although today i spend the majority of my time working with global organizations and leaders teaching leadership development emotional intelligence i started my career 25 years ago working with teenagers and families at the time i just finished my master's in counseling i did my doctorate in marriage and family but 25 years ago i just finished my graduate studies and i was asked by a local doctor to set up a counseling practice within his medical center so that's how i got my my start and because i was so young i had all these amazing teenagers as my clients but this one particular day was a game changer she was my seven o'clock appointment she came in she sat down she

was 17 at the time now if you saw this girl you probably think she has like this perfect life she's got like a nice family she's a straight a student she's on student council she's athletic but in my office she starts sharing with me these really toxic thoughts that she was telling herself and there was a lot of them but there was two prevailing thoughts that she filled her mind with and here were two of them i am not enough i am not good enough and the second one was i am good enough if i succeed i get into this college i lose this weight these people like me if and as a result of this toxic thinking she was filled with insecurity anxiety and depression and extremely unhappy i would later learn that this is not a teen topic this is a human topic i'm actually having the exact same conversations with my business clients and my adults and my professional clients

i am good enough if i earn this amount of money i lose this weight i get this job promotion i have this amount of net worth i marry this person this is not a teen topic this is a human topic and i remember looking back at my client 25 years ago and i said you know the fact that you are filling your mind with all these toxic thoughts this is a problem i said what is your school doing to help you and it was the way that she looked at me she leaned in and she said karen nothing and i remember looking back at her and i said that i'm gonna do something and little did i know that 25 years later i'd be on this little red dot giving a ted talk so i thought i've got to get my hands on some really good research i booked a few days off so before the internet 25 years ago where did i have to go for good research the

library i know that's how old i am so there i was at one of the universities here and i have a memory of myself one of these long tables and i'm

pouring over all the journals the research about confidence and how that affects leadership and decision making and i was blown away it was all there and i'm pouring over it and as i'm kind of going through it i saw this incredible pattern through the research these three emerging attitudes start kind of popped up and i was like reading it going oh this is so powerful but it's sitting in journals how can i make this come alive and so i created a very simple concept very simple model that i call the three chairs what you're about to see has been seen by half a million people from 17 countries children as young as kindergarten students all the way to fortune 500 ceos why because this affects every single one of us every single day it's very simple so i'm going to explain it to you and here is how it works and actually just before i do i'm going to encourage all of us here in the room watching at home watching with your families your

teams ask yourself which one sounds like you the majority of the time all right here we go so the first one is what i call the blind attitude this is the person that they put themselves down they they fill their mind with toxic thinking they're critical towards themselves they are blind to their own value and their worth this is where my client was sitting then you've got the person over here i call them the disguise attitude they're cocky they're arrogant they will put you down they don't care about you do not be fooled by the disguised attitude we have found research says michigan state university says arrogant people often use their arrogance to cover up their insecurity do not believe the lies when people are trying to put you down and then you've got the person in the middle chair this is the person who has the confident attitude and here's what makes them different they don't put themselves down but they don't put other people down they have this beautiful sense of

respect for themselves and other people and because of this self-worth this emotional capacity they lift other people they encourage them they empower them they also have what is uh what we call a growth mindset and a humble mindset it's a person that says i know a lot but i don't know everything so i'm going to surround myself with other people that know more than i do and i'm also going to be more open to hear feedback so these are the three attitudes nobody sits in a chair 100 of the time that's a big question i often get asked we're all moving around but my question for you is where do you see yourself sitting the majority of the time and then how does that impact your life i love teaching this to a variety of different audiences because every time i speak about it people will kind of connect the chairs a little different i was on a podcast about a book i wrote and the podcaster very accomplished woman on the podcast she says to me karen everybody thinks i would sit here but i

don't i actually sit here i suffer from the imposter syndrome and she is not alone 70 of people will connect to these two chairs i was speaking in a business conference and a ceo comes up to me

he's like oh he goes i love this this is like so great he said i love the model it's so simple he goes you're right my best managers my best leaders they sit in this little chair he goes but if i'm totally honest i actually i work i sit here but then when i go home i sit here and my family is all sitting there i was speaking at a high school and a senior student comes up to me and he comes over he's like yo um yeah this is pretty good actually i didn't think i was going to learn anything but anyway so actually it was pretty good and so yeah i actually see myself sitting here and he's like starts whispering to me and he goes like nobody knows it i'm like okay so how is that possible he's like well i don't put people down to their face i just like when i go down my hallway i put people down in my head i guess

that's the same thing and i'm like it's creative but yes that would be the same thing and so so it's really interesting when people see the chairs they can start seeing themselves in these different environments so understanding the chairs is pretty simple right it's pretty simple three attitudes where it gets really interesting is understanding how these attitudes remember the additives that we have about ourselves it drives how we feel which drives our behavior how do these outages then impact our decision making and our leadership every day this is where it gets absolutely fascinating so based on research you can make very strong educated guesses on how people are going to make decisions in their life based on with what chair they sit in there's a lot of areas i can focus on i'm going to highlight a couple of them just so you can kind of understand this so let's say i am sitting in this chair okay let's say i'm sitting this chair and let's say you and i are colleagues and let's say you do

something that really bothers me really offends me i have three choices if i'm going to respond to you if i'm sitting here i've got the blind attitude what am i going to do i'm probably going to avoid you okay i'm going to avoid because i don't have the confidence to go talk to you so i'm going to avoid you in the lunch room i'm not going to talk to you so i'm going to avoid you or i might talk to you about you so what have i just done i've just created a triangle it's what we call triangulation it's also called backstabbing and it's toxic why because all of a sudden i'm not respecting you behind your back i'm creating a whole bunch of drama and we're not solving any problems what about if i'm over here what am i going to do i will go right up to you and i will tell you off and i will blame you because you are the problem what about if i'm over here what am i going to do i will have the respect for myself and them i will go up to them i'm not going to involve anybody else i will assert

myself i think i feel i need here's how i see it how do you see it i will focus on problem solving i will take ownership i will take accountability and we're going to focus on solving the problem so what's going to happen we're going to drive our productivity and we're going to lower our stress that's what happens because it's all interconnected let's talk about relationships that's another fun topic all right so let's say i'm actually sitting in this chair all right let's say i'm sitting in this chair let's say i'm 25

years old who do you think i'm going to be attracted to in my life for my relationships my friendships my partner and even a business relationship which chair do you think i'm going to be attracted to what we find is if i'm sitting in this chair i'm more likely to be attracted to somebody who sits in this chair or in this chair if i'm sitting in this chair there's a higher chance i'm attracted to people who actually sit here now what's fascinating is that when

i explain that people like but that doesn't make any sense karen if you're sitting in this chair why would you not be attracted to someone who's going to lift you and the reason why that often does not happen is because if i'm telling myself really toxic thoughts this person puts me down it matches what we find from research is unconsciously we are attracted to people who think the same way we do and that is why these two are often attracted to each other in relationships i love speaking about that in a marriage conference and honestly i can't even begin to tell you how many times people when i explain that one bit people will literally yell out crap it's like all of a sudden they actually understand why they have chosen a partner um they didn't realize at the time this is all very deep inside of us and so so let's pull it back to leadership so when we think about leadership we think about the great leaders who sit in the middle chair they uplift they encourage they support they

take ownership they take responsibility they want to help you be your best version of self and that is why confidence is a secret to great leaders now i could stop there right i mean that's what the talk was about the talk was called why confidence is a secret to great leaders but if you're like a lot of my audiences you're like no but don't stop there karen you said that we can learn this right these are skills we can learn yes we can learn it so the last few minutes i'm going to talk about how all of us can learn to sit in the middle chair when we take action there's a lot of ways to do it but let me highlight a few for you the first thing i want us to really focus in on is we've got to be incredibly just really pause and think about the thoughts that we tell ourselves what are you telling yourself and the thought that i would love all of us to really absorb is this you

are enough period no buts no ifs no conditions end of story you are enough period i want to just absorb that for a second just let that sink in if you really believed it if you really believed it how would you live your life differently how what would you say yes to and what would you say no to who would you surround yourself with and who would you distance yourself from and what kind of gutsy goals would you go after if you really believed i am enough period this is something i have learned professionally this is something i have learned personally this is me in grade 8. i'm not loving the haircut i'm going to be honest it's got a little bit of a bowl haircut and the line's not even

straight but you know what that's not the point the point is that i was not i was not a happy girl if i had seen this presentation in grade 8 i would have completely connected to this chair for a lot of reasons but the main reason was i was struggling in school i found school really challenging and so

my parents sent me to get tested i'm sitting in this guy's office he's an educational consultant and he says to me in a very unempathetic tone of voice he says karen we know what the problem is uh uh i don't know how to tell you you've got a learning disability and i think you'll be lucky to finish high school i didn't even know how to process that information i was devastated i went home and i'm walking home and i'm so angry i'm angry at the school i'm angry at this teacher i'm angry he doesn't like me he's got favorites he's a bad teacher i'm like blaming him i'm just like filled with anger and as i'm walking home and i'm just blaming

everybody i'm just filled with anger and playing the victim i had this very powerful thought that said this karen you cannot control the fact you've got this disability but you can control how you respond to it so what are you going to do and all of a sudden i realized i'm focusing on the wrong thing i'm focusing on this instead of focusing on this i can't control this i can control this i can control my attitude and i can control my actions and all of a sudden as soon as i realized that i had like this burst of hope i ran home i ran up to my room i sat down with my thick green carpet and i started making a list of every single thing i could control in my circumstance i decided that day when my parents came home that i was going to get help i wanted to talk to the school they were like what's happened to you

and then i decided that the next day i would actually meet with my head of guidance i met with every single one of my teachers i have a learning disability i really want to do well would you help me could i come in at lunchtime after school i stopped playing the victim i stopped playing the victim so many of us we can stay stuck we can focus on all the things that we cannot control life is not fair once we kind of understand that and we focus on our focus on you know we can keep staring at it but it doesn't do actually anything we all have obstacles some of us have a lot some of us have a few but we all have things that we cannot control the more we focus on it it makes us feel defeated the more we focus on us it gives us hope and it empowers us and that is the secret to learning how to sit in the middle chair so we need to stop blaming stop playing the victim focus on what we can control which is our attitude and our actions and take responsibility the second thing

we can do is we can set realistic goals actually goal setting is an amazing way to learn to sit in the middle chair but you have to be careful with you've got to make sure you you set the goal realistic you give it everything you've got you step on the gas you take initiative you ask for help you strive for excellence not perfection strive for excellence and then you accept whatever your best why because i am enough i'm not enough if i get this goal i am enough period and with that you get a sense of peace and what we find with this is when people really have that mindset they're more likely to get the goals they're more likely in terms of their productivity and also emotional well-being because it's like one big package it's like a bonus that when you focus on one you get like two for free so powerful and the third one is is to seek feedback feedback is the accelerator feedback is so

powerful

people in the middle chair they're feedback hungry why because they have that growth mindset i don't know i know a lot but i don't know everything so they're feedback hungry over here i'm feedback fragile because i'm personalizing the feedback the person here is that they kind of vote they ask for feedback from their colleagues their spouse their kids their friends what am i doing well what needs work use it as data to help us grow that's what actually pulls us in this middle chair this is a lot to absorb in a ted talk but my hope is this is that you are feeling hopeful right now you are feeling hopeful and inspired to know that you also can become a great leader who sits in this middle chair when we take action is this easy no i never use the word easy is it possible absolutely and this is the blueprint for success thank you

Why People Pleasing is Hurting You _ Salma Hindy _ I want you all to picture your average Joe but for the sake of feminism her name is Joanne she's sitting at her couch on a weekday night and she gets a text from her co-worker hey Joanne do you mind covering my shift this Saturday night at the same time her neighbor knocks at her door hey Joanne I'm gonna be going on vacation next week do you mind watching my dog and then her roommate walks in and is like Joanne can I just grab your charger sure Joanne says as she looks down at her phone that's only ten percent thanks Joanne we can always count on you Joanne is a typical example of a people pleaser a people pleaser is one of the nicest most helpful people you know they have a hard time saying no and you can always count on them for favors in fact they spend the majority of their time doing things for other people so far this sounds like a good thing but unfortunately this can lead to a pattern

of unhealthy behaviors at one point in time each of us has been a Joanne each of us has agreed to do something that we weren't thrilled or ready to do and yet we still said yes why is that well many people use people-pleasing in the same way others use drugs alcohol food shopping as a way to avoid the disapproval or the discomfort of the disapproval of others but oftentimes when we talk about people pleasing we refer to it in a very shallow superficial context like I did with Joanne's story rarely do we ever stop to think that people pleasing can happen at a much deeper level and can actually play out in problematic ways in our lives that were not even aware of take my life for example I grew up in a strict household and I grew up I mean I still live there because I'm single I'm 27 and single which to my mother means that I'm old enough to be a mother of three but I'm too young to be allowed to stay out past 10 p.m. so I'm an engineer but I'm still trying to do their math growing up in a very strict Muslim

family in community we grew up on this notion that our lives are on hold and will only begin when we get married or when you're of no longer any interest to your parents but until then they pretty much make all the decisions for you and and we have no problem with that most of us have no problem

going along with our parents decisions for us however this is where codependency is born codependency is defined as excessive emotional or psychological reliance on a loved one it is unconscious so you don't even realize it's happening where you're developing this emotional crutch on a loved one and the problem with codependency is that it often gives myself and a lot of us the excuse not to live or to live life in a more passive state and to not take responsibility for our decisions because we don't trust ourselves and this can lead to more problematic things in the future and we are conditioned into this behavior from a very young age so growing up I went to an Islamic school

and they had limited resources you couldn't really do much was segregated especially if you were a girl because the guys would just like take over the gym every day during lunch so in an attempt to entertain each other and not die of boredom my girlfriends and I started to put on comedy sketches and storytelling and so since then I would say comedy became an integral part of my personality and then later when I went to university and I started to do one of the most brutal programs engineering humor became yes we got some engineers humor became honestly a survival mechanism it was something that I could use to create allies easily and then power through some of the most difficult years of our lives I still remember how intense our semesters used to be we would pull we've spent hours pull all-nighters in labs pouring our blood sweat and tears into our work preparing studying for our exams and I remember the day after when we would get our exams back and we would feel so relieved and it was so fulfilling knowing that

you put in all that work and that you knew you were proud of yourself you knew that you deserved each and every single mark of the 54 percent you got back that was as a marginalized woman I could use comedy to build trust kind of like what I'm doing right now because oftentimes when people see me they have their guard up and they're like does she even English but then when I when I crack a joke they're like okay she's not too bad and it helps lighten the mood in an otherwise tense environment so to a lot of people it wasn't a surprise when two years ago during my masters in engineering I decided to do stand-up comedy yep and this was also my parents reaction but when I first started stand-up I decided to keep it hidden from my family because I myself didn't know what it was and I wanted to give myself the space to be able to explore this aspect of my creative identity without having to worry about the worry of others true story when I first heard stand-up I took a class at second city Toronto and we were going around the

table and everyone had to introduce themselves and say why they were taking the course so the guy next to me goes my mom actually bought me this course for Christmas otherwise I wouldn't be here and then the girl next to him goes oh my god that's crazy and then everyone looks at me and I was like well my mom definitely didn't buy me this course for Christmas in fact she has absolutely no idea where I am I told her and my dad that I was taking a night class but I didn't say I which school

the first time my family found out that I was doing stand-up was when I posted it on social media I yes probably not the smartest thing to do in hindsight I recorded a podcast with two friends and they had seen my first-ever performance and in that podcast I was discussing comedy and my future plans the thumbnail of the podcast was me and the two hosts my father who is a strict conservative Imam and who also happens to be my facebook friend so I at the same time as everyone else I remember the next day I was in the kitchen and I heard him

upstairs he was like son oh man I think this is it and he's like storming down the stairs and he's like son and I'm like okay you know what like you've been preparing for this for the past two months it's finally about to happen he's like send me how could you and I'm like I'm ready he's like how could you take a picture with two boys I was like you but also what do you think engineering was like I was the only girl after that yeah it was definitely a surprise but he it hadn't hit him then and when it really hit him later he was devastated and what ensued was a series of non-stop arguments debates and endless people-pleasing I attempted over and over and over again to convince him and my mom and other community members I couldn't deal with the anxiety that those I loved most were unhappy with what I was doing I'm not saying everyone should rebel against their parents but I am but the problem with codependency is that if you don't break free of it it never really goes away it just transfers

on to someone else like your partner your child your friends and it continues to propagate in problematic ways in your future when I stopped receiving emotional and spiritual validation from my parents I started to desperately seek it out in others like I wasn't getting it from my parents and it's not like I could get it from God it's not like I could have a conversation with him where he was like sanma you're on the right path don't worry and also your sweater isn't lost your sister just stole it like I didn't have that opportunity so instead I went out and I saw my friends community members siblings potential partners anyone that I could get my hand on really I saw out if validation from them but more than that I saw out an evasion for the responsibility of my decision until one day my friend asked me straight up the most simple question would you feel better if you quit I was like girl what but then I was like hmm would I would I feel better if I quit the answer was no no I wouldn't feel

I know because I knew that this was something that I wanted to do if I quit I would feel relieved but I wouldn't feel better I would feel like I lost I would feel like I gave up and I was living in the shadow of others and not really being true to myself so if I didn't want to quit then why was I so upset because you people please my friend said people please me no that's not true I hardly do any favours ask my mom the dishwasher hasn't been touched in weeks I have no problem saying no but then I thought about it more and I faced I started to face my anxiety and my parents anxiety and I realized that all of it centered around this concept of what are people gonna think of me what's my reputation and because my parents would always tell me don't do it you're gonna ruin your reputation you're never

gonna get married because you're ruining your reputation and then I thought about I was like okay if my parents biggest dream for me is marriage it's true you can ask my sister afterwards and and apparently me making this decision will

prevent me from achieving that then is there truth to this people-pleasing logic and I thought about it and I after some observation I realized that according to this logic the same thing that can ruin someone's reputation the second they get married becomes magically like the superpower that got them married so for example in my community if you are a single girl and you like to play sports and you're into fitness people will be like oh what is this this is not feminine no one will want to marry her and then when she gets married they're like well yeah she took care of herself and she was doing what she loved if a girl is doing her PhD they're like Nana Nana no you're overqualified you're intimidating you're narrowing your pool of options you need to stop and when she gets married they're like well of course she was educated she's from a respectful family she got someone educated cuz she's educated and then if a girl is doing stand-up comedy they're like oh what is this

standing onstage entertaining people this is not dignified and when she gets married they're like well of course she was charming she was witty she put herself out there who wouldn't want to be with her I still I I'm like waiting to hear that last line you guys I just I tell it to myself every night I sex it to myself from an unknown number but that's what made me realize that this people-pleasing logic is hypocritical it is inconsistent these same people will turn against you and support someone else for making the exact same decision if they succeed when other people start living without fear then they become the hero chances are each and every single one of us people please and on a deep level to here's how you know if you take others into account when making big life decisions or if you use your personal relationships as road blocks as excuses to stop you from pursuing your dreams then you are a people pleaser I started to do this exercise with myself and it helps me

really sift through whether I'm making a decision for myself or for others what I do is I imagine myself twenty to thirty years in the future sitting with my daughters and they're discussing something on the news in this case a comedian and I interrupt them and I'm like you know I could have been a comedian and they're like okay mom so then why didn't you and I stop to think about every single possible answer I can give them in that scenario like my mom didn't let me or I was too scared my community wasn't ready for it it was too hard and none of those excuses are strong enough to withstand the time leading up to that conversation and honestly I do this because I get so consumed in the moment by my loved ones that I don't know what's real I don't know what I want from my urge to people please but I've been so fortunate to learn in comedy that in order to become a successful people pleaser ie a comedian I had to learn to stop pleasing people and I really recommend that you try this yourself the next time you're

faced with a decision for example a really close friend of mine she finished undergrad here we went to the same university and she went to live in the Middle East with her parents and then when they she told them mom dad I'm thinking of going back to Canada to do my Master's and they're like no Canada that's so far stay here what are you gonna do live alone no what will people say and then two years later they're like why don't you ever do your masters you could have been done by now with a job lined up instead of sitting here doing nothing do you see people pleasing doesn't even achieve what you think it does it doesn't make either party eternally happy because neither of them are making a decision from genuine conviction and I urge everyone here to take back the autonomy of your decision-making otherwise you will end up resenting the very same people that you sought out to please and each and every single one of us has an example like this I want you right now right now think back to a time

where you want it to make a decision for your own self like I don't know anything like switching programs in university moving out of your house leaving the job you're not passionate about going abroad for a bit to study or to work somewhere marrying someone your parents don't approve of or leaving the long term relationship you're not happy and but you didn't do it because you thought it better not to for the sake of the greater good that was you people-pleasing I can't lie though people pleasing or breaking free of people-pleasing is not free liberation is not free it comes at a cost shortly after I had just started stand-up I remember I had a show where over 20 of my friends came out and I had a bad set it wasn't awful but it wasn't great and I just remember feeling so low after that show I felt so lost because the validation that I'd been receiving from audiences and friends up until that point had stopped and I needed it more than because I wasn't getting it from my own parents

and that was the first and only time where I almost walked away from comedy because when the audience doesn't laugh and I don't have my parents approval is it worth it when you when you disappoint those you love you are constantly faced with a lot of doubt when I started comedy I went through a whirlwind of internal battles and I still go through them sometime but people-pleasing is not noble we are not heroes we are not martyrs we are these are the lies that we tell ourselves every night to deal with the decisions that we didn't make we are afraid we are codependent and we owe it to ourselves to stop because we are meant for more but it goes deeper than that I realized that I had reached a point where every single decision that was made in my life was by other people comedy was the first thing that was mine it was the first time I was face to face with a decision of this magnitude the outcome of which I would have to bear on my shoulders alone and that was scary we

are terrified of our failures but we are even more terrified of our success so is there hope yes there is but it'll take time and patience to break free of that codependency and you'll never do it fully you will always fluctuate in and out of people pleasing I still do to this day like thinking about how this video is gonna go up online and my mom's gonna see it but what keeps me grounded is knowing

that people pleasing comes from an underlying emotion of fear which is weak because why I live life out of fear when you can live it out of intent when I finally stopped chasing people's approval I became a better truer artist a more representative version of myself I was able to bring a more nuanced voice to life on stage and was able to give people a genuine complexity to relate to the complexity of my identity that I am a Muslim woman that I am educated that I am extroverted that I am a first generation Canadian that I am killing it in not one but two male-dominated fields so in the future when I'm sitting with

my daughters and they ask me why didn't you go after your dreams mom I can say I did and you can too thank you so much everyone

Why Social Health Is Key to Happiness and Longevity So a couple of years ago, a woman I know who I'll call Maya, went through a lot of big changes in a short amount of time. She got married. She and her husband moved for his job to a new city where she didn't know anyone. She started a new role working from home, all while managing her dad's new diagnosis of dementia. And to manage the stress of all this change, Maya doubled down on her physical and mental health. She exercised almost every day, she ate healthy foods, she went to therapy once a week. And these actions really helped. Her body got stronger. Her mind got more resilient, but only up to a point. She was still struggling, often losing sleep in the middle of the night,

feeling unfocused, unmotivated during the day. Maya was doing everything that doctors typically tell us to do to be physically and mentally healthy, and yet something was missing. What if I told you that what was missing for Maya is also missing for billions of people around the world, and that it might be missing for you? What if I told you that not having it undermines our other efforts to be healthy and can even shorten your lifespan? I've been studying this for over a decade, and I've discovered that the traditional way we think about health is incomplete. By thinking of our health as primarily physical and mental, we overlook what I believe is the greatest challenge and the greatest opportunity of our time. Social health. While physical health is about our bodies and mental health is about our minds,

social health is about our relationships. And if you haven't heard this term before, that's because it hasn't yet made its way into mainstream vocabulary, yet it is equally important. Maya didn't yet have a sense of community in her new home. She wasn't seeing her family, or her friends or her coworkers in person anymore, and she often went weeks only spending quality time with her husband. Her story shows us that we can't be fully healthy, we can't thrive, if we take care of our bodies and our minds, but not our relationships. Similar to Maya, hundreds of millions of people around the world go weeks at a time without talking to a single friend or family member. Globally, one in four people feel lonely. And 20 percent of adults worldwide don't feel like they have anyone

they can reach out to for support. Think about that.

One in five people you encounter may feel like they have no one. This is more than heartbreaking. It's also a public health crisis. Disconnection triggers stress in the body. It weakens people's immune systems. It puts them at a risk, greater risk, of stroke, heart disease, diabetes, dementia, depression and early death. Social health is essential for longevity. So you might be wondering, what does it look like to be socially healthy? What does that even mean? Well it's about developing close relationships with your family, your friends, your partner, yourself. It's about having regular interaction with your coworkers, your neighbors. It's about feeling like you belong to a community. Being socially healthy is about having the right quantity and quality of connection for you. And Maya's story is one example of how social health challenges come up.

In my work, I hear many others. Stories like Jay, a freshman in college who's eager to get involved in campus yet is having a hard time fitting in with people in his dorm and often feels homesick. Or Serena and Ali, a couple juggling the chaos of young kids with demanding jobs, they rarely have time to see friends or spend time one-on-one. Or Henry, recently retired, who cherishes time with his spouse and yet feels untethered without his team anymore and wishes he could see his kids and grandkids more often. These stories show that social health is relevant to each of us at every life stage. So if you're not sure where to start, try the 5-3-1 guideline from my book. It goes like this. Aim to interact with five different people each week, to strengthen at least three

close relationships overall, and to spend one hour a day connecting. Let's dig into these. So first, interact with five different people each week. Just like eating a variety of vegetables and other food groups is more nutritious, research has shown that interacting with a variety of people is more rewarding. So your five could include close loved ones, casual acquaintances, even complete strangers. In fact, in one study that I love, people who just smiled, made eye contact and chit-chatted with a barista, felt happier and a greater sense of belonging than people who just rushed to get their coffee and go. Next, strengthen at least three close relationships. OK, we've all heard of a to-do list, but I would like to invite you to write a to-love list. Who matters most to you? Who can you be yourself with?

Make sure that you invest in the names of at least three of the people that you write down. By scheduling regular time together, by showing a genuine interest in their lives, and also by opening up about the experiences that you're going through. And I'm often asked, does it have to be in person? Does texting count? Studies have shown that face-to-face is ideal, so do that whenever possible. But there are absolutely still benefits to staying connected virtually. And last, spend one hour a day on meaningful connection. OK, if you're an introvert, right now you're probably thinking one hour sounds like a lot. I get it. It might be surprising, but I'm actually also an introvert. However,

keep in mind that just like getting eight hours of sleep at night,

the exact amount that's right for you personally might be higher or lower. But if you are thinking that one hour a day sounds like way too much because you're just way too busy, I challenge you. Adults in the US spend an average of 4.5 hours each day on their smartphones. So instead of scrolling on social media, text a friend. Instead of reading news headlines, write a thank-you card. Instead of listening to a podcast, call a family member. Maya put this into practice by scheduling recurring hangouts with a new local friend that she made, by attending community events and dropping cards off in her neighbors mailboxes, by planning trips to see family and inviting friends in other cities to come visit. And bolstering her social health made more of a difference

than focusing solely on her physical and mental health ever could. And I know this because Maya is actually me. I am so passionate about sharing tools to be socially healthy because honestly, I need them too. And the 5-3-1 guideline is one way that we can be proactive and intentional about our relationships. And that is really the point. Be proactive and intentional about your social health. So zooming out beyond the steps that you and I take individually, together, we need to shape a society that thrives through social health. Over the next decade, I envision educators championing social health in schools. And just like kids build their physical muscles in gym class, they'll exercise their social muscles in connection class. Over the next decade, I see our cities and neighborhoods being designed with social health in mind,

where vibrant gathering places foster unity and community builders are empowered to bring them to life. Over the next decade, I believe that social health will become as ingrained in our collective consciousness as mental health is today. Because not that long ago, mental health was a taboo topic shrouded in stigma. And now public figures talk openly about it, there's an entire industry to support it, and more and more people think of going to therapy like going to the gym. In this future, loneliness will subside, just like smoking subsided when we recognized and treated it as a public health issue. In this future, I hope that social health will become so deeply woven into the fabric of our culture that no one needs

the 5-3-1 guideline anymore. So to get there, make relationships your priority not only for you, but also for the people you love. Because the beauty of nurturing your own social health is that it naturally enriches the social health of everyone you connect with. Thank you.

Why You Should Talk About Your Anxiety at Work _ A So I lead teams of data scientists and we solve business problems using difficult analytics. And when I start working with someone new, I ask them how I will know if they're struggling. And I don't mean struggling with a business problem or with a difficult analytics. They don't struggle with that. I mean struggling with their mental health. And

to make them feel comfortable to tell me, because I want them to tell me, I tell them how they will know if I'm struggling. So I might be just unrealistically calm, or they might get any kind of message from me at all before nine in the morning. Because I'm not a morning person, message before nine, very bad sign. Now, I do this because I have suffered

from anxiety and depression and it was horrible. And if there was a magic button I could press that would rid the world of those two things, I'd press it straight away. But if that button only worked for me, if all it meant is that I wouldn't have got depressed, I'd leave it alone. And that's because of some things that happened in the weeks and months as I was recovering from depression, but also things that happened years later when I started talking about it at work, and it improved my relationships with colleagues. So let's step back in time. It's 2012, it's a Friday morning in May and the sun is out in London, and I'm walking to work along the banks of the Thames. And all around there are British flags flying.

And there's this quiet excitement in the city. And that's because the Olympics were coming there in two month's time. And that morning, like every other morning at the time, I'd woken up about three hours earlier than normal thinking and worrying about work. And I'd got up just retching with anxiety and gone to the bathroom and been sick. And I felt a bit better after that, made my way to work. But by the time I got to work, I could barely speak. So I could just about order a cup of coffee. But apart from that, for the mornings, I was pretty much silent. And coffee was about the extent of my diet, so I'd pretty much given up eating. And that's probably not what you would have expected if you'd been walking past me on that sunny Friday morning with the flags flying

and the Olympics coming. And after a couple of weeks things hadn't got any better and so I decided I shouldn't go to work. So I phoned the team and told them, and a few days later, I got professional help. And what a difference that made. So my psychologist gave me really simple, practical advice. Things like, you really need to eat because feeling anxious and feeling hungry are very similar feelings in your body. Another bit of advice was, don't get up and go to the bathroom and be sick. Get up, go to the kitchen, make a cup of tea, read a book. So I did that, helped a bit with the morning vomiting. I had to learn how to switch off from work. Now anyone can stop working. That's easy. The difficult thing is stopping thinking about work. And to do that,

I would imagine a green force field around the house that would keep thoughts of work out. And I still switch that force field on from time to time. It helps me put off until tomorrow things that I could do today. If I do them tomorrow, they'll be a bit rushed. They will be less good, but they'll be good enough. And my wife, who saw this change in my working patterns, was convinced I was going to get fired. I actually have been promoted twice since then. Now I also had to learn how to enjoy spending time with my wife and with my family and friends. And it sounds easy, but it really wasn't at

first. So I remember going out for a pizza with the family, and all I wanted to do was lie on the floor, curl up into a ball and groan. Now, fortunately for everyone

in the pizza restaurant, I didn't do that. But it was still really awkward because all I could think of to talk about was how miserable I was. Anyway, with a bit of practice, it got less awkward. I got a bit less self-absorbed and I learned to enjoy other people again. And one day, about a few weeks after I first got professional help, I woke up in the morning feeling fine, just feeling normal. And I have done every day since then. Now, some people can do a really good job at work when they're anxious or depressed. And I am not one of those people. So I really did a terrible job. The team had to carry me. It's really very difficult to contribute if you can't speak all morning. It was the first time I'd ever really failed at anything. And I can't tell you how comforting it is now to know that I can fail at something,

even something quite important, life will go on and I'll be fine. And because I'd done such a terrible job at work, I didn't want anyone to know about it. It was this kind of shameful secret. So the strange thing is what happened when I did start talking about it at work, and it started very privately. So if I was working with someone and it seemed like they were struggling, I'd tell them some of my story. That seemed to help a bit. It wasn't as awkward and horrible as I thought it might be. So I got a bit braver and I said to our HR team, "If you come across someone who's struggling with their mental health, I'll be happy to talk to them one-on-one if you think it would help." I did that a few times and I still do. And what that meant was when the HR team were putting together a booklet about what to do if you're struggling

with your mental health, they asked me and some other people to share our stories anonymously. And I did that. But when I sent the message, I asked them to print my name next to it. Now, have you ever sent a message and thought, "I wonder if that was a good idea?" So that was what I felt. And I was quite scared, it was going to hundreds of people, there was no going back. It was in writing. And I was worried people would think it would happen again and they wouldn't want to work with me. I was worried they'd think I was weak and self-indulgent, and maybe some people do. And I was worried that even if they didn't think either of those things, it would just be on their minds when they were talking to me later on. That's not what happened. What actually happened

was people got in touch to say there was really comforting to have someone quite senior say, "I had this experience. It was horrible. I got through it, I'm still here and I'm doing fine." And gradually I started talking about it to larger and larger audiences. So there's a podcast about it. We did a session for people who were struggling during lockdown, and if you're not sick of hearing about me being sick in the mornings, you can read about it on two websites. And one day, about ten years after that sunny day in London, I stood up in front of 600 of my colleagues and told them the full

story. And after that, people from all levels of the company, right up to the very top, took me aside and shared that they had either been through something like that, or they were going through

something like that at the time. And then I'd say the most common emotion that I picked up from them was relief, that they were just relieved that someone was talking about it openly. One person actually took me aside on the stairs more than a year later, to say that it had given him that push he needed and wanted to go and get some help for some things he was struggling with at the time. Now, one of the people in that audience of 600 was new to the company. And she said to me, "Hearing that talk made me feel like this was my kind of place." And I think she actually got to the bottom of what it made me feel like. So if I could stand up in front of all my colleagues and tell them this story that had been terribly embarrassing and upsetting and shameful, felt shameful at the time, and I was fine, well, it made it feel

like my kind of place too. And we know from Amy Edmondson's work on psychological safety that that feeling improves the performance of teams. Now, I didn't stand up and tell 600 people about vomiting in the morning to improve their performance, but if it does, I'll take it, that's great. It is possible to go too far with this, and I know that because I did. So I got some great anonymous feedback that said, "Adam is always talking to me to make sure I'm not depressed or anxious. He never talks to me about work or my career." So after that I changed a bit what I talk to people about. Now, I'm not saying that if you've suffered from mental illness, you should tell everyone at work all about it. If you're experiencing it now, you probably won't regret telling someone you trust.

If you've recovered, you may find, like me, that telling people about it goes better than you expect. There's no guarantees and there's still plenty of prejudice around. Nor am I saying that if you are suffering from anxiety or depression, you should be really thankful because of all these terrific benefits you're going to get that I got, and it's good for your character. I'm not saying that at all. It's really horrible and I feel for you. If you are lucky enough to be able to get professional help, please do. I cannot tell you how much of a difference that has made to my life. If you can't get professional help, look for free resources online. And in either case, remember that you're not the first person to have gone through something like this, that depression and anxiety are treatable. And that you are not alone.

Now on that sunny Friday morning in London, I had no idea that within a few months I would have recovered to something better than I was before I started to get anxious. And when I felt really worried, sending the message to the HR team about printing my name next to my story, I had no idea what would follow from that and how beneficial it would be for me and for other people. There's no guarantees that anyone else will experience the same thing. And that's why if there was this magic button for ridding the world of anxiety and depression, I'd press it straight away. But

unfortunately that button is still an imaginary button. It's not real. And while it stays like that, I think we would all do better by talking about it. Thank you.

Why chasing happiness is nuts_ What to do instead Transcriber: Dong Won Lim Reviewer: Asmin Ece imek How much money do you need in your bank account to be really happy? It's 50,000. 500,000? It's a million. So more. What kind of number do you think would actually send you there? You might have a number. You might be working towards it right now. You might even be getting close. But I'm here to tell you that no matter what that number is, you're never going to be happy all the time. And getting rich is the slow boat there. In the next 15 minutes, I'm going to share with you a better recipe. When I was 24, I landed my first real job outside of a university. I joined an HR consulting firm, and for the first time in my life, I was being paid more than a pittance. No one had taught me how to live a great life.

I didn't even really know what that meant. So I looked around in my society for clues. The signposts seemed to point to three things: look good, make money, and buy stuff. And the billboards and magazines told me that if I had enough of these things, then I'd nailed it. And the sign that I'd nailed it is that I'd be a shiny, happy person all the time. I'd be all good. So, I was earning some money. Tick. And next, I followed the signpost saying stuff. I bought myself a sports car. A red sports car. I transferred the money, and the man's just given me the keys, and he's pulling out of his driveway. And as he drives past, his wife winds down her window and she yells to me: You're gonna love it. People will look at you! I'm 24. I'm thinking, yeah, baby. Why else do you buy a red sports car? So I'm earning money. Tick. I've just bought this very

cool bit of stuff. Tick. And according to the woman, the bidder stuff was going to help me tick the third box. Looking good. I was flying out of the blocks on this happy life thing. By my early 30s, my pursuit of happiness had taken me to all sorts of places. I'd done the corporate thing, tasted the high life. Corporate credit cards, nice hotels, restaurants, holidays... At the age of 41, I followed another sparkling signpost, sporting success. I took up masters athletics and I loved it. Soon I was training six times a week, following best practice, nutrition and sleep, arranging my life location to always be near an athletics track. After five years, I was 0.79 of a second off the world record for the 400 metre hurdles. I came home from world Championships with eight World Championship medals.

Most athletes are over the moon if they manage to bag one. Here I was with eight of the darn things. But what I noticed was after the competition was over, this highly sought after achievement didn't change my life one bit. After all that effort and achieving most of the ambitious goals I'd set, here I was, feeling underwhelmed. I'm sitting in my gym and I'm looking at the board on my wall with all the shiny metals on it, and my life is the same as before. The experience itself was a thrill, but that's gone now. It's just a memory. And I'm feeling a drift, kind of in the doldrums. All that effort and time,

and dedication and success, and life wasn't any different. It was just ordinary. And I'm starting to think of being duped. Or maybe I'm missing something. I'd followed all these signs: money, stuff, achievement, winning.

But despite the fun parts of these things, I just never felt full. I found myself standing at this point in my life asking, is this it? Is this as good as it gets? And if so, why are there still so many bumpy bits? Stress, angst, this sense of underwhelm of emptiness. And it began to dawn on me that happiness is a feeling that arises while I was having an experience as certain internal experiences and external events come together in this moment. It's not a destination. You can't set up camp there permanently. And as I pondered this, I realized that in the developed world today, most of us have what we need to flourish physically. We're safer and more comfortable than most of our human ancestors. And yet, we're miserable. Anxiety, depression and suicide. Deaths of despair, on the rise.

The World Health Organization has declared that loneliness is a pressing global threat. Being lonely has the same impact on our lifespan as smoking 15 cigarettes a day. In the UK, they even have a minister responsible for reducing loneliness. The word success has become synonymous with making lots of money, and we assume without question that it's the key ingredient in happiness. Meanwhile, a lack of connection with others is literally killing us. Well, I want to hack down this misleading signpost that tells us that getting rich is the answer. I discovered that out of the 195 countries in the world, the US is the sixth wealthiest by GDP per capita, and it has the third highest suicide rate in the developed world, 23rd out of all 184 countries that report it. Clearly, money isn't delivering the happiness we think it will.

So I looked at the research, and it turns out that if we were asked to assess our satisfaction with life, money matters. It seems to be the measuring stick we use to judge our satisfaction with life. The more we have, the more satisfied we are. However, the research on our happiness in life, that is, our actual lived experience of happiness on a day to day basis, that tells a different story. What that tells us is that there is a link between money and happiness, but the size of that relationship is ridiculously small. On 100 point Happiness scale, if you rated your life 70 at the moment, what size increase would you need in your annual household income to bump yourself to bump yourself up from 70 to 75? You would need a 2,777 per cent increase in your annual household income, for a five point boost. Seriously, think of the time

and headspace and energy and stress we put in to earning more money. What a profound mistake we're making slavishly following this signpost. Slow boat to happiness. So what's the answer? Well, first we've got to fix the goal, this idea that if we're nailing every signpost, we're going to be shiny, happy people all the time. This goal of an all good, all happy life. It's actually part of the problem. It's nonsense. No matter what we do with our lives, whether we are a famous rock star or a 9 to 5

worker, or a CEO or a stay at home parent, lives going to have bumpy bits, setbacks, frustrations, losses, hurts, things not going our way. Those difficult spaces are not a sign of failure. They're a sign of being a human, being who is alive.

We've got to truly accept that difficulties are part of the package of being a human. No amount of money, no amount of stuff, no amount of good looks is going to change that. First, we need to shift the goalposts from this all good, all happy life to a flourishing life that includes the whole of the human experience. It includes the uncomfortable bits, the messy bits, the difficult spaces, as well as the fun stuff. Flourishing is about fully absorbing the pleasant experiences in life, rather than letting them slip on by like we're made of Teflon. And it's about working well with the difficult experiences. Becoming skilled artisans of our own characters so that we're not blown around by life's difficulties. Trying for three years to break a world record and missing it by 0.79

of a second, like I did... It's part of a flourishing life. Integrating the insights offered by a bout of depression, part of a flourishing life. This means that the whole of life can be part of the flourishing project. Whatever happens, we include it. Okay, so with flourishing as our goal, I'm going to share with you the recipe for doing it. After that moment of emptiness in my gym all those years ago, I used this recipe to make my life rock. It helped me see that some elements were really well nourished in my life, things like achievement, for example. But others were a bit underdone. Things like belonging and Connection. And when I saw this, I could turn these into projects, amping up what was already in my life and prioritizing these things. Okay, there are nine elements of human flourishing. Think of a wooden raft made up of nine planks.

Each plank is an experience that nourishes us. Together, they deliver both safety and fulfillment. The more that are well nourished, the more we flourish. Feel free to assess your own life on them as we go through. Okay, the first four make us feel safe. We have material security, feeling physically safe, having enough money to not be worried about getting by. Autonomy, being free to choose how I live my own life. Certainty. Understanding enough about the way the world works that I'm not overwhelmed by the uncertainty, that's a part of reality. And belonging, being part of a group. This one's often undernourished in our modern, individualistic societies, and it's related to the loneliness issue. It can be any group. It might be your family. It might be your neighborhood,

your workplace, your sporting team, your local cafe where you're a regular, your place of worship. The essential thing is that you're expected to show up somewhere and be part of something. If you don't, it's noticed. The remaining five make us feel fulfilled. We have pleasure. Five senses we all know and love, plus the mind. Engagement. Being fully absorbed in challenging tasks. Achievement. Setting and achieving specific goals. Connection. Being known. Understood and cared about. This one's deeper and more personal than belonging. It's also related to the loneliness

issue. Social connection is a stronger predictor of a long, healthy, happy life than IQ, socioeconomic status, or genes. It's not a nice to have. It's essential for a flourishing life. And finally, we have contribution. Giving our talents and resources to help others.

Flourishing fully starts with two decisions. First, set your true north on flourishing, not happiness, fully absorbing the pleasant experiences in life and using the difficult spaces to hone your character. And second, do an inventory of your life as it is now on the nine elements. Find the element that's most undernourished and put time into your diary, your day, your week, your month to bring it to life. Fully float your raft. Let's ignore the images on the billboards trying to define a good life for us through money and stuff and looks. Let's nourish our lives across all nine elements and along the way, refine our characters with whatever shows up in life. The pleasant stuff, the difficult spaces, and all of our human messiness in between.

Why confidence _not intelligence_ is key to success thank you thank you I want all of you to imagine that there's a child in front of you and that you tell this child if you're not intelligent you'll never be successful. It's a cruel thing to say to a child and yet it happens every day it's even happened to most of us when we were kids think about it we were told that if we get the best grades we'll get into the best colleges and then the best companies in other words we've been told that academic intelligence is the guaranteed path to professional and financial success but that theory never really sat well with me that's because when I was 17 years old I asked one of the smartest students in my entire school to help me prepare for the SATs and on the problems that I struggled with he was able to answer them in his head in less than 20

seconds and that made me question why why did I have to work so hard for the potential of good grades or a high test score and he didn't what if intelligence like athleticism is a natural gift I love basketball but no matter how hard I practice or work on my craft I'm never going to share the court with LeBron James I have a limit to my basketball skills just like I have a limit to my academic intelligence and as I got older I observe something interesting there were so many people who found success and they did not need straight A's a high GPA or an IB or a degree what I found is that they had something more important what if it's not intelligence but confidence that equals success specifically self-confidence and unlike intelligence there's no limit to self-confidence

self-confidence is believing in yourself and trusting your abilities it's discovering your potential and embracing your limits it's having the guts to take action without fearing failure and it's at being peace with your true self what stops so many people from finding success including those with high intelligence is the negative self-talk the limiting beliefs the self-doubt the fear of failure the feeling of Envy the feeling of regret basically all the ingredients that can kill self-confidence and stop you from taking action I have two amazing daughters both of them are in middle school and my goal is for

them to get through their schooling years with as much self-confidence as possible especially because it's a story I hear my youngest told me about a classmate who got a 92 on a math test and started crying because apparently that grade was grounds for punishment from the

parents when did Perfection become the standard for success I read a statistic that said eight out of 10 girls avoid standing in front of an audience due to low body confidence that's why people struggle to find success because they're constantly told they're not good enough it has nothing to do with intelligence it has everything to do with self-confidence the greatest gift we can give our kids is self-esteem believing in themselves and loving themselves it's also the greatest gift we can give ourselves and the good news is anyone can develop self-confidence and I'm going to show you how when I run my leadership workshops at companies and MBA programs I meet professionals at every level and those that have the most self-confidence and are the most successful have a very simple mindset anytime they come across something challenging or an unknown or a

limiting belief they have a specific thought they activate in their mind and I took the liberty to sum it up in these four words let me explore this let me explore this what I found is that the most confident people have an Explorer's mindset explorers act on their curiosity they don't shy away from it they take the risk of heading into uncharted waters knowing that the journey can take a long time and that they will hit Rough Waters along the way and failure doesn't stop them from going back an Explorer's mindset is all about discovery let me tell you about one of the scariest times in my life in my two decades as an entrepreneur I've owned a number of businesses and some have failed that's okay it's the life of an entrepreneur one of those failures was devastating where I almost lost everything that one broke my self-confidence so I went on a journey

of exploration to rebuild myself self-confidence first I focused on my mental health that's a non-negotiable for anyone and everyone while on that journey I put my Explorer's hat on and I followed these five rules the first rule don't go at it alone I leaned on my support system I found the few true friends who were there for me but the pillar of my support system is my wife she's the stability in the household so that I can take all the risks and when I have limiting beliefs she's the one that would say to me you got this for all of you find your support system friends family significant others colleagues coaches mentors anyone who can consistently remind you of your value and worth success comes in the company of others rule number two explore the scary starting something new is scary failing is scary but when things get

scary it's because of that negative self talk when I heard those voices that was my signal that I'm on the right path it meant keep going don't stop and when those voices came I just did what the opposite of what those voices said rule number three don't expect don't assume after that devastating failure I was building what is my current business today if a sale did not come through if

a customer ghosted me if a sure bet did not pan out I made sure not to go down the rabbit hole of worrying why or assuming the worst and expectations often lead to disappointment I have a motto why wait around when you can be out there exploring rule number four don't get distracted when life gets you down it's very easy to compare yourself to other people's success I avoided the distraction by staying in my Lane we all aren't running the same race and all of our Journeys are very different there is no point to distract

ourselves by comparing each other I also avoided distraction By ignoring the noise there's no shortage of Hypocrites and haters out there who will tear your self-confidence down if you allow it in fact that's why rule number one is so important because if you surround yourself with a solid support system they'll make sure that you stay focused and finally rule number five just take action on your road to success if you hesitate if you don't try if you don't put yourself out there if you don't shoot your shot if you don't show up if you don't explore that's how you lose out on opportunities think about it like this if you don't take action how will you know your abilities if you don't test your limits how will you know your potential if you don't experience failure how will you adapt and improve if you don't explore how will you find that road to

success I want all of you to have this one thought if anything the key to self-confidence is taking action because it makes you a doer and the difference between the dreamers and the doers is that the doers will consistently take a punch in the face from Life get knocked down get back up dust themselves off put on their Explorer's hat and stare into the unknown journey in front of them knowing they will eventually get through it all because of one thought that activates in their mind and it's the one thought I want all of you to activate in your mind let me explore this my name is Ru shop camar thank you

Why curiosity gets you farther than ambition _ Dre foreign

two monkeys are throwing against a wall after an hour the first monkey stops and says I'm exhausted what if we can't get any to stick to which the second monkey replies I don't know should we try mine now the thing that I want you to take away from that story is that I'm hilarious but I also want you to explore the idea of living curiously versus living ambitiously and how a shift in that perspective has gotten me farther in my personal and professional Journeys my name is Drew Lynch I'm a stand-up comedian and I've stuttered almost my entire adult life growing up all I ever wanted was to be

an actor I was ambitious at an early age and so I attended a performing arts school that would require me to ride the city bus at 11 years old in Las Vegas by myself every day on those commutes I read all of Neil Simon Tennessee Williams Shakespeare and all of my hard work was paying off

because the very first play I got cast in Charlie and the Chocolate Factory I landed the lead role of Oompa Loompa I know a lot of people think that Charlie's the lead but you know what if you don't have workers you don't have a factory so anyway after Middle School I got accepted into the Las Vegas Academy which is a very competitive performing arts high school where I took musical theater tap classes and taught myself piano I'm married to a woman by the way I know that's surprising to everyone including my boyfriend um right after

guys let's focus right after right after high school I moved out to Los Angeles where I got a night job working the door at a comedy club so I could have my days free to audition for acting gigs everything was going according to plan so much so that in my first year of living in La I landed an agent booked projects with Disney and was being considered for TV shows one day the comedy club was hosting a pickup softball game nearby and so I went and elected to play shortstop during the game a grounder got hit my way and when I went up to field it it popped up and hit me in the throat I fell back and hit my head on the ground now not knowing anything about concussions I went home and went to sleep that night and when I woke up the next day I was stuttering I was immediately rushed to the hospital where doctors from all over came to study my case it was eventually explained that while the concussion was severe and my speech was different it appeared to only be

temporary and should return to normal in a few weeks a few weeks goes by and my voice has not healed I can't go on auditions so my agent drops me friends feel weird about it and they start to distance themselves my parents want me to move back home with them it was starting to look like Rock Bottom until one day in the mail I receive my hospital bill now it's rock bottom so what do you do if you're me this wasn't the plan this looks like the opposite of a plan this is chaos I was supposed to be an actor who people took seriously now I'm a joke feeling embarrassed isolated humiliated and on top of that the acting door was firmly closed funny thing about doors sometimes you'll watch somebody walk right into one because the door clearly says pull when they pushed

you really find out who they are in that moment because they'll either lash out and get pissed at the door for not going the way they wanted it to go or they'll realize they goofed up and laugh at themselves and laughing at myself is precisely what I was missing I was so fixated on this obstacle that I didn't realize how heavy it was making me that I was becoming the thing that was impossible to move so I shifted my focus to a more Curious Outlook I thought what if rather than kicking screaming and demanding this door open for me what if I went and knocked on another one what if comedy could truly restore the balance after a tragedy if rather than trying to rather than hiding my stutter in conversations what if I was the one to make fun of it in plain sight and so I joked with people about how tough it is for me at drive-throughs and going on first dates and what it would

be like if my voice was the voice of your GPS I like that you're just getting that um I noticed people feeling lighter about my situation because I was no longer burdened by it suddenly this accident felt like a gift this accident felt like it was on purpose all because my perspective on it had changed professional opportunities started to happen again as well not long after my injury I won a local comedy contest the video of that set got discovered by Bo Burnham who asked me to open on his theater tour colleges started requesting me from all over the country my life was back on track and all of my hard work was paying off yet again because eventually I got on America's Got Talent and me being naturally ambitious I decided I was going to win the show I decided the final night came down to me and one other contestant and just before they announced the winner I realized I'm now moments away from being validated for

all of my hard work and then I lost another door closed another chance to prove I was good enough another reminder that I wasn't so let's talk about monkeys the ones from earlier specifically we all know the old adage about throwing against the wall until something sticks but I assign characters and dialogue to it because I believe looking at things in a playful way is the inherent lesson in my adaptation the first monkey the one who was adamant on getting to stick represents Drive this monkey is all about the destination the goal the gas pedal the second monkey the one who had the idea to try something else represents curiosity this monkey is all about the journey the adventure the steering wheel now you might think monkeys that represent destination and journey are opposites but they're actually teammates using each other to navigate obstacles and experiences in order to move forward

that's the unique distinction here we often look at our goals linearly as if a sign that says Road closed is deterring us but what if the detour we are forced to take was never presented as a detour if you never knew that road was closed you would never know that wasn't the original route in the first place you would just assume this was part of the journey how quickly that second monkey accepts blocks as bumpers used to direct their journey not derail it is the important difference here so don't take the sign for what it says take the sign for what it is a sign the day I lost America's Got Talent as the day I realized ambition can only get you so far it's the day history repeated itself for me where I wound up in a situation yet again leaning on drive to get across a literal Finish Line

only this time I came up short the feeling the feeling the feeling of losing something important was all too familiar for me but rather than demand answers I ask questions I thought how is it you can do everything right and it still ends up going wrong well that's because it didn't go wrong it just didn't go the way I wanted it to go we're conditioned to believe if we don't achieve exactly what we set out to do exactly the way we envisioned it that it's a failure but I'm thankful that it didn't work out because that drove me to my next idea turning the wheel and hitting the gas again people think I grew my audience on America's Got Talent I actually grew my audience on YouTube when I got done with

AGT I had 80 000 subscribers which is a lot now I have over 2 million only this time I didn't make a plan to arrive at that

number based on a destination using calculations like before no this time I embraced my opposite making decisions based on impulse alone based on the way I felt not the way I thought I bought cameras that I couldn't afford I got editing software that that I knew nothing about all I knew was that I knew nothing the concept for the show was simple I would sit down in front of the cameras and Vlog with my dog Stella about my life she along with an excellent resting face would have captions over her head Throwing Shade at me the difference was this time my goal was personal I would just Vlog about a new experience once a week and if I couldn't do it that meant my life was too predictable my curiosity was not peaked and therefore my journey was stagnating this proved to be more challenging than say getting on TV because I realized it

doesn't end it doesn't have destination gratification you just have to do it I know there are people in here who need real evidence that something works before they start believing it but that's what makes the second monkey so much more successful they believe it before they see it they accept it before resisting it and I could tell you that two years after launching my YouTube channel I hit a million subscribers but I could also tell you that in that time I ate at a Michelin star restaurant got stuck on a zip line in Puerto Rico and my dog met Conan sorry Conan met my dog this play-based work formula was perfect because not only did I have it generate new experiences for me but my stand-up was also evolving my work was improving because I was playing how much more fun I was having making jokes about my life and how much more successful and dynamic those stories

proved to be I'm not up here trying to convince you to be something you're not I'm saying using your natural and unnatural Tendencies is the key to unlocking your Supernatural self I've talked a lot about my professional life and now I want to share something personal with you I hate being interrupted no one likes it but it cuts a little deeper for me because of the 10 years I spent battling a stutter and how tumultuous my relationship with it has been I was initially mocked for having it and then later called a liar for succeeding despite having it damned if I do damned if I don't I'm telling you this because one day Comedy Central asked me to submit a half hour stand-up routine the problem was people kept heckling me during the show and so I would have to stop in order to address it

eight consecutive shows I filmed and couldn't get through a full set without being interrupted which interrupting someone who stutters that's like tickling someone who's gassy it's

it's a huge risk I didn't expect that laugh to be so big and so now your joy has thwarted me and my memory can we do a version where they don't laugh so I can get back on track please they are

screwing this up let me just go back so I can remember here sorry bear with me these are 15 minutes long some kind of criteria they have I so badly I got it by the way just remember where I was for continuity I don't think I ever did this gesture once um well that'll never happen I so badly wanted to go off on these people who are interrupting I wanted to unload years of trauma

tell them how they'll never know what going to speech therapy is like or the Carousel of mental health professionals I saw how I went to meditation retreats to manage my anxiety and visited support groups and took singing lessons and micro dosing acupuncture chiropractors yoga Tai Chi sound baths float tanks alcohol marijuana life coaches religion and self-harm in order to cope with my situation but instead of unpacking all of that I went against my natural inclination I stayed playful and I addressed those interruptions in a fun way despite that footage being totally unusable I stayed patient and I asked questions I thought what is the lesson here why do I have such a visceral response to this sure enough a lady came up to me after one of the shows and she said I loved what you wrote but I want you to know that my favorite

part was when you went off script and that's when it clicked that the recurring theme for me was and was probably always going to be that I met my best when things don't work out and then I had a deeper appreciation for all of the times the universe interrupted I never got on Comedy Central by the way but I did release those audience interactions on my own channel and as some of you may know that led to even more people discovering me if you're so dead set on a path you're unable to zoom out and see that the Universe could be showing you yours it's like when one monkey yes I'm back on monkeys it's like when one monkey keeps throwing his peels behind him as he's walking eating Nana's you can try to follow that same path but if Mario Kart has taught me anything it's that you're gonna slip and that Bowser's a little people have asked me all the time how my

stutter has gotten better but as any person who stutters knows it's never truly fully gone and I know as I read that list back it sounds exhaustive and inconclusive but that's my point I got even more out of my initial goal because now I've got experiences stories and relationships along the way I had a neurologist tell me soccer was good for brain health and so now I have a new hobby I had a friend recommend yoga for calming nerves and so now I have a daily practice these are things that have brought me out of my head away from planning my life and more into my body closer to living it I think the less I've thought The more I've done and The more I've done the less I've cared and when you're Carefree you're not worried about what you sound like where you're going how you're getting there you're truly just along for the ride I want you to know I was terrified of this talk today

not because I'm afraid of public speaking not because it's a format I'm not familiar with I wrestled with this talk because I knew deep down the lesson I'm teaching is one I'm always resisting I didn't want to deliver this speech as an imposter and so I knew that meant I would have to revisit the

advice and accept it I was ambitious enough to take on this professional opportunity and now I have to be curious enough to see where it takes me personally mastering the balance between ambition and curiosity is a lifelong journey but if the Mastery of your target performance is at this Junction the journey itself becomes the destination so if you're naturally ambitious you need to embrace your detours and if you're easily distracted you need to confront your deadlines you have the resources of both monkeys but we often forget that we're neglecting one so I say if you need inspiration

play with your monkey and if you need motivation spank your monkey thank you

Why do ethics matter__ _ Shefali Roy _ TEDxOxbridge

I was told I have to stand in the dot when I came in here earlier they said you have to come down these stairs and you do your thing and then you should go up those stairs and I tend as a speaker when I train or when I do public speaking to walk around a bit and move my hands a lot and so I said I can't move out of the dot I was like no you can't and then I got a look which was you're talking about ethics and compliance so I can't you just comply and just you know just stand in the dots so I'm going to stand in the dot thank you very much for inviting me to speak I know you've had a long day and ethics I think is the last thing perhaps that you want to talk about at this really sort of a lovely day of interesting talks variation of conversation and I'm going to ask you things about what is your personal ethics how do you value morality how do you think about your value system when you work for work for an organization

that's unethical when you work for an organization that does things in a nefarious way and so it's a bit heavy for a Sunday night so we're going to try and make it a bit lighter so that you you enjoy it a bit but I am are going to ask you some questions and I want you to think about certain things in a certain way as I was introduced I've worked across the world and I've worked in various sectors and industries and I've had a lot of fun doing it and I've been in compliance for a very long time for those of you who are looking for jobs in a couple of weeks and months for those of you are in business school I think our friends from Judge are here as well and various academics and students and sort of audience members around around town it is something that affects you every day actually in your life in your work in how you interact with your colleagues with your friends and and as a job it's a very tough job I wouldn't say it's easy I wouldn't say it's something that I would encourage you all to do because it questions you a loss it

sometimes puts you in a corner no one likes you in an organization I've been called a handbrake I've been called a stop sign I wouldn't put that on your CV I put that once on my CV and they didn't like it very much but I thought but that's what I've been called that's my job title it wasn't a pleasant day but that was what it was so it's a sort of feel that not every like sand not every thinks about but it

happens all the time in business and so what we're going to do is relate ethics and relate compliance and governance to your lives and to your business lives as it happened the next couple of years in months and and however long you have your career I once went for a job and I thought I'll tell you this as an anecdote many many moons ago after I worked at Goldman's I was asked interview for a job in Geneva and I was flown over there and it was fantastic and it was a really lovely small little Swiss bank and they said to me listen we would love for you to come here and show our clients how to loan the money and I

said I think you mean anti-money laundering and he said no I would love for you to show our clients how to loan the money because they have a ton of it and they don't appear tax and no one wants to know about it and so I'm going to ask you to help them launder it and you know I'll tell you I'll tell you very honestly I was going to be paid a lot of money a lot of money to do this job and I thought at the time if I did it if I took it I would never have to work again after I turned 13 and so it was an incredibly attractive offer and I never of course I never took it but I thought at the time there's a huge pot of money right here and then this jail and you know it's tough to top gig but I I don't look good in orange and as I said these days orange is not the new black but it was at a time and I thought it can't be that this is how it's done it can't be that this is how we think about business and ethics so easily and so effortlessly as breaching ethics or breaching laws and making people loan

the money it can't be this easy but you know what it is and so a handful of the stories I tell you today are things that either happened to me or some of my friends who are in industry similar to mine or in rules or rule a jobs that are similar to mine but it happens all the time and so when you go out in the world and you think about your jobs if you guys start your own companies if you are working for people if you're cofounders if you're going to employ people think about that think about how does ethics factor into your decision making into your organizations into how you build your teams into how you recruit when you hear of incredible start-up thinking well she might not get any money because she's brown she's Indian you know she's a techie she's a data scientist and no VC on the planet is going to give you money if you've got to fill in 148 applications and no one's giving you any money for those things how does ethics and morality and unconscious bias work in that situation what happens to you as an individual

your development your culture how do you integrate that into your organization's and ethics actually is all part of that so we'll talk a little bit about that and I thought the first thing you'll do is say what is ethics it's a very simple definition it's the moral behaviors that governed it's the moral principles that govern a person's behavior and it sounds so simple and so when you translate it into your corporations it things like rights and wrongs it's things like values it seems like codes of conduct or standards it's the thing which I hate calling which is policies and procedures whenever you hear policies and procedures it makes my skin crawl because it's just such a boring name for something

that's so valuable to an organization but that's what it was so when your compliance team or when you get and you start a new job and they say to you can you please your compliance training the amount of groans I hear unbelievable I've had some people say to me in an organization if you do my compliance

train for me I'd really appreciate it and I said but you know I wrote it for you to do because you're a new employee and you're someone who has to understand the values of our organization so it is something that happens all the time when you join a new company in any facet whether you're in pharmaceuticals or technology or finance or or any sort of industry you will be doing this you will be making sure that you do ethics training you do compliance training and you have a governance program and so therefore why does ethics matter why is it important and I have heard in the last couple of weeks and these are things that I pulled up from slides and and newspaper articles and I thought I'll show you something like this the Panama papers all of you have heard of the Panama papers the Panama papers you know arguably one could say well they were perfectly legal they didn't do anything wrong arguably and then other people say but you evaded tax and uilleann you know you had all these shell accounts and all

these shell companies and so you didn't pay a bazillion tax amounts of tax that you were meant to pay but it's perfectly legal of what they did they didn't do anything wrong but morally a lot of people have so many things to say about it so many things to argue about it and you have things like Fox for those of you who are in media or keeping up in media Fox News was having heaps of scandals with women being sexually harassed and they were it was perennial so - every second week there was something coming out and then a handful of the men who were unfortunately harassing these women were asked to that girl and I read some really bizarre stat the other day which said that about 75 million dollars was paid out to settle all these cases and off the 75 million 20 million was paid to the women and 55 was paid to the men who harassed them that's a bit of a weird stat I mean it seems to be the opposite way around but that's what happened that's kind of weird FIFA for those of you who are football fanatics FIFA was

in number of bribery scandals across the world mr. Blatter was asked to leave because he was apparently part and parcel of it but what was most interesting is about earlier this year FIFA hired an independent Ethics counselor they hire chief compliance officer they had a board many many board meetings and internal audit teams looking at bribery and corruption in the organization they had a new CEO and a couple of weeks ago if not months ago he sacked the entire ethics office and so an entire office that was designed and hired to clean up an organization has just been sacked so one could argue I mean are they ever going to clean up the act are they ever going to do something that's different then you have people like Wells Fargo's so Wells Fargo's an American bank and it turned out that they've been creating multiple in hundreds and hundreds of thousands of fake

accounts so that the sales people could beef up their Commission's to get more money to take home and to our friends who bank with Wells Fargo in in

America and when all this came out the first thing they did was run home to find out if theirs was a fake account if someone had stolen money from their account and moved it to one of these fake accounts but that's the other thing to think about when it affects you it's very different than if it affects someone out over there because it's your bank account it's your hard-earned cash that someone's stealing it's your hard-earned cash as someone's actually mirroring into a different account but that happened a lot and here's the other interesting thing the head of the retail bank who was in charge of this was paid a lot of money as a bonus and under public pressure she was asked to return it but she was paid it so we look at back to 2007 during the financial crisis where bankers I mean apologize to anybody who's in banking I was in banking sight I can see it I think they were paid millions and millions of bonus for for cat for causing the financial crisis and I'm being very facetious but there is a

cause and effect here so that's kind of worrying and I look at something like uber we use it every day I love it I love over I love using the product but for those of you who are keeping up with what's going on in Silicon Valley and keeping up with technology uber has had a horrible year this year whether it's you know an engineer say there's been sort of repeated harassment and and abuse in in the company or they've had a driver being a used by the CEO and that's been recorded or they have all these actually these these technology sort of data points within their software to track where you are or they've got another sort of technology software inbuilt into the app that masks where how to get around the bid all their data points I mean that's kind of crazy and that's happened repeatedly only this year it's a sixty billion dollar company and they're quite a few people I know who would love to work for them I'm pretty sure in this room but again would you work for a company like this would you work for a

Wells would you want to work for someone like FIFA if this is the type of organization in leadership they have and finally very close to home we've got Tesco Tesco was fined 100 whatever twenty nine million dollars for overstating accounts by three hundred twenty-six million pounds I'm sorry and you know you guys when you when you look at when you look at regulation you hear of this thing called sarbanes-oxley and you hear of Accounting Standards and you hear of non conflicts of interest and the independence of an auditor you haven't overstated by ten bucks three hundred and twenty six million pounds and that's not a decimal just flying around somewhere that's a lot of money so again this is all tone at the top and ethical considerations of an organization how do you think about it what does it mean how do you how do you integrate ethics and compliance into your organization's the other thing I learned when I was thinking about this talk is whenever you hear scandal in the headline that's not a good day that's a

bad day that's that's not a good thing when you hear the words cover up that's not a good day but in my world in compliance it's my job to kind of help fix these and that's really tough I've had situations or friends of mine have had situations where they've been told you will need to bury something you'll need to bury a problem because we just don't want to think about it why because it's going to hit my bottom line but this is going to cause problems going to cause problems maybe for my staff for my suppliers for my customers for my team well you have to bury it because if I don't hit my numbers this quarter it doesn't matter about this ethics issue it doesn't matter at all I was doing I'm at I study a Executive MBA side Business School and we're in the process of finishing actually thank goodness but one of the things we realized is over the year and a half that we've been there we haven't had at all a session on ethics and so you'd hope you're not taught that you

know you're not taught ethics in school you're not taught it at a business school or your universities and so you have to sort of discern what your ethics and what your values are from your friends your family your parents your siblings your culture and you integrate that into your organization because for sure an organization is not going to do it and so we had to do an exercise recently reiterated in terms of what's important in an organization whereas ethics fall and you'll see tons of surveys actually about this compliance governance ethics internal audit having codes of conduct is almost at the bottom and the first thing that gets cold in an organization when times are tough is guess what me so I don't think that's bad but I don't think that's great because it says that the tone at the top really doesn't care it's really not important we don't want to change the organization we don't want to change our culture so therefore as an individual how do you reconcile your personal values and your

ethics with an organization that doesn't want to that's a really tough thing to think about you could be working for you know a Wells Fargo you could be working for uber and this is what they're doing if they're systemic for example systematic and harassment of female engineers which is not the case but if it was would you be able to stand by and let that be okay if you're the team that has to clean it up how would you clean that up that's a really tough thing to think about so one of the things I wanted to ask you is you know why does ethics matter a couple of years ago you might have heard for those of you who work in fashion or work in in textiles a couple of years ago there was a factory in Bangladesh that collapsed it was a high-rise building was about seven or eight floors and it was full of women and men and I think to some degree children or well young young people so includes and in the textile manufacturing industry sewing gone and for people like a Primark and Benetton and all these sort of high

street companies and obviously you go to its Vietnam and Bangladesh and India and Mexico and all these other sort of emerging market economies which are supplying for because of as you know

cheap labor so the building collapsed about 1,100 people died and when we look at the investigation of what happened it turned out that the building was built on a pond a pond the construction materials that were used were subpar the time taken to construction was a lot shorter than it should have been for a building such as that there were three extra floors to the building that should not have been there and all the structural engineering and the auditing done to check the safety of the building had been bypassed so you read between the lines and you can get what I'm saying which is people were bribed along the way to make this happen faster so that all these people could get into the building to design and so all these clothes for the high street so when I think about ethics and I think about cause and effect and responsible and and

repercussions corruption and bribery and illegal activity and unethical behavior caused 1,100 people to die it's not just oh you know orange is not the new black it's not just that it's people can die because of it and when you are an organization that might have to employ people in Bangladesh to make your clothes and you do an audit of your labor practices and your team says well they're cheap labor you know India and Bangladesh have 1.2 billion people China has 2 billion people so what if 1,100 people collapse in a building and it's your job to clean it up it's your job to think about well how do you reconcile your moral values and your ethical values with a company or an organization that doesn't and how do you integrate that into solving the world's problems how does that have an impact so ethics matters I don't have an answer for you today as to what and how it looks for you because your ethical spectrum is very different to mine but when you join an organization when you go into the world and whether you start

or end or you're in an employee and organization these are things that come up and so you have to by some default bring your own ethical standards to the organization that you work for and you might be surrounded by people who don't think like you and don't have the same moral compass that you have but you still have to hold your own I've had occasions when you know the Geneva occasion is such a wonderful one for me because I just thought if I'll never have to work again forever but it's at it come it is against every single value I hold as a human being everything and so I didn't want to do it and there's no way I was going to do it but those are things that I think about in my job every day and so you know people say oh compliance must be so lonely as a role or governance must be so lonely on being the person who says to someone or you can't do this must be such an awful job and I think for those of you who actually work in banking I'm almost certain that you hate your compliance teams because they tell you what you

can't do but it's not in certain industries we tell you what we can't do because that's the law and then some other ones it's something that you have to do so I just thought I thought I'll give you an example and just quickly want me to think about something and you work for an organization you've done you've been an ethics your whole career you good at it you love it you love what you do you

love the team's you work with and you work with people that are great and fine you're learning a lot and you like the company you like the mission that it has you like its values so far so good so far everything is going well and you think is great so I'm going to ask you for a show of hands how many of you would work for this company now quite a few quite a few that's really great it's the NHS not because you're not going to pay we paid a lot of money but this is what happened very recently at NHS a lot of data there was a data leak those thousands of people have been put to put at risk thousands of people the data

as they put at risk the person who's responsible disappeared for 28 hours to 48 hours the minister was nowhere to be seen and now you have to clean up and that's a really tough gang so think about that think about how that works for you and then finally I want to just ponder this bribery is a perfectly acceptable business expense and in some occasions it is a friend of mine many many years ago was the crisis manager he used to be of head of crisis and and global threats for an oil and gas company and he said to me we used to train our employees on kidnapping because when they were in sort of very well nefarious locations there was a threat of kidnapping and so once they recorded a border and I'm often say which country in which border but they recorded a border and someone at the border said to them if you don't pay us a hundred thousand dollars we're going to kidnap this executive now in that instance you know what you're not going to call your compliance officer you're not going to

wait wait a minute let me just speed dial the compliance lady or the compliance guy who sits in New York or London and see if I'm authorized to make this \$100 thousand or whatever bribe that I have to pay you're going to do it but it is a bribe it is an illegal payment you do it and so therefore there's this huge sliding scale of ethics and morality and what's good and what's bad and when is it okay and when is it not okay but it affects you whether you know it or not every day in your life and so I'm leaving thought for you is when you think about an organization when you think about your companies where you stop them or whether you're part of them figure out how to integrate it into your company bring your own ethics and bring your own morals to the company because that's vitally important and most importantly if you figure out that tone at the top is non-existent be the change you want to see because you don't do it no one's going to do it and that's really really important to think about and you're not

going to learn that in business school by the way so be those people thank you you

Why do we celebrate incompetent leaders_ _ Martin Transcriber: Méline R Reviewer: Raúl Higareda I would like to invite you on a little thought experiment. Lets pretend that were going on a polar expedition together, all of you and me. And we need to hire a captain. And we have two resumes in front of us. One comes from a man who has already successfully achieved all four of

the major polar goals, the North Pole and the South Pole, and the Northeast and the Northwest Passage. In fact, three of these, he was the first person to accomplish. Lets call him Candidate A. Candidate B is a man who set off for the Antarctic four times. Three times as the man in charge. And every time resulted in failure, catastrophe, or death. Who should we hire? Its not meant to be a trick question.

I think its obvious we want Candidate A. Hes the man for the job. But in reality, we often trick ourselves into hiring Candidate B or someone like him. How do I know? Well, both of these men were real polar explorers who lived during the so-called Heroic Age of polar exploration. And in the centuries since, one of them has been consistently celebrated as a leadership role model in best-selling books, blogs, documentaries, podcasts, and an endless stream of social media posts. But surprisingly, shockingly, this is not Candidate A, but Candidate B, the very much disaster-prone Anglo-Irish explorer Ernest Shackleton. Meanwhile, Candidate A, the Norwegian Roald Amundsen, by any metric, the most successful polar explorer to have ever lived, has been largely forgotten. I did a quick search in my university's

library catalog before this talk, and I found no fewer than 26 books that celebrate Shackleton's leadership qualities. For Amundsen, I found four, two of which I wrote.

What is going on here? Why are we obsessed with a mediocre-at-best leader and overlooking a truly gifted one? Well, Im a historian who studies leadership, and Im here to tell you we celebrate the wrong leaders, and not just in the realm of polar exploration. Have you heard of Toussaint Louverture? You probably discuss him around the coffee machines in the mornings. Maybe not, but you should. He was born an illiterate slave and rose to become one of the most influential revolutionaries ever and outsmarted the biggest empires of the day, including Napoleons.

What about Frances Perkins? There she is. What about Frances Perkins? She was the pillar in U.S. President Franklin D. Roosevelts famous New Deal. We celebrate the wrong leaders. And this is not just an academic or a trivial insight. Leadership development today is a \$60 billion industry. For good reason, we need leaders, right? All the challenges that we face today require people to work together. And this, in turn, requires somebody who can motivate them, inspire them, coordinate the work, deal with whatever hiccups might arise along the way. But for this reason, its important that we celebrate the right leaders, because the leaders we celebrate are the leaders we learn from. And so in this sense, the leaders we celebrate has a direct impact on the success, or as it may be failure, of our greatest endeavors today.

So why do we celebrate the wrong leaders? Sometimes it comes down to pure racism and sexism. We have a well-documented bias for associating leadership with white men. But there is another

culprit at work as well, what I like to call the action fallacy. Our mistaken belief that the best leaders are those who generate the most noise, action, and sensational activity in the most dramatic circumstances. In other words, we confuse a good story for good leadership. But the two are not the same. As a matter of fact, very often, good leadership will result in a bad story. Let me explain. Imagine leadership for one moment, not as a polar explorer charting a new course or a CEO motivating her staff, but as the simple act of swimming across a river. And not just any river.

Imagine a violent river with waves crashing together and rocks lurking somewhere below the surface. If a swimmer ventures in haphazardly, without being aware of his own capabilities or the currents, and nearly drowns, but splashes around wildly, fights with all his strength, and somehow, miraculously, manages to drag himself back to safety. Those of us looking on will notice him. And we will probably say, Wow, what a guy! He really fought hard to get himself out of that crisis. And if instead we have a swimmer who has studied the river for years and knows just where and when to enter the water, and how to turn her body in subtle ways, and so lets the current carry her across, we probably won't notice her. And if we do, we would probably say, Huh! That looks pretty easy. Shackleton and Amundsen

are a case in point. Shackleton, our Candidate B, is best known for his ill-fated endurance expedition, which set off in the summer of 1914, and saw his ship become trapped, and eventually crushed by the ice of Antarctica. And he and his men were then forced to undertake a dangerous trek across the ice, and braved some of the stormiest seas on Earth, before finally reaching the safety of South Georgia in the summer of 1916. Now, Shackleton was a tenacious man, no doubt. And his is a captivating story, fit for Hollywood. In fact, it was made into a TV series, starring a young Kenneth Branagh. But it is not a story fit to draw leadership lessons from. Because, admirable those efforts were, the crisis that beset him was largely self-inflicted. He overlooked the advice

from local whalers, who told him the ice was particularly dangerous that season. And he overlooked massive deficits in his equipment, preparation, crew selection, and training. And it gets worse. Rarely highlighted in the many books that celebrate his leadership qualities, is the fact that the expedition's other ship, the Aurora, suffered an even graver crisis, the result of which was three lost lives. In contrast, the expeditions of Roald Amundsen make for boring reading. Not because he was lucky, but because, based on his intimate knowledge of the polar environment, his careful and deliberate planning, and his authentic and innovative leadership in the field, he managed to reduce the problems that his team encountered to a bare minimum. In 1905, he achieved,

in a tiny fishing vessel, what the mighty British Navy had failed to do the previous eight decades, to find and navigate the Northwest Passage above the Canadian mainland. In 1911, he reached the

South Pole, a journey of 3000 kilometers across hazardous and uncharted terrain, and arrived back at his camp after 99 days, just one day off his planned schedule. If Shackleton is the swimmer who rushes recklessly into the water without understanding the currents or his own capabilities, Amundsen is the swimmer who has spent a lifetime humbly studying the river before entering the water in just the right spot at just the right time, and so he makes it look easy. Now, the action fallacy causes real problems, and not just for our interpretation of the past. I arrived at it through my work as a historian,

interested in why we celebrate some leaders of the past, but not others. But it's a dangerous feature in our offices today as well, because, after all, the same biases and misconceptions that we bring to our reading of the past are one and the same with which we view leadership in our offices today. It is the Shackletons of our offices, rather than the Amundsens, who serve as role models, who get promoted, and who get rewarded. In fact, this is something studies in organisational psychology have confirmed. We see leadership potential in people who speak more, regardless of what they say.

In people who appear confident, regardless of how competent they are. And we have an unyielding admiration for people who are perpetually busy, regardless of what they're actually doing. I see some of you are imagining

specific people in your office right now.

Don't worry, we won't tell them. In other words, appearing to be a good leader, rather than actually being one behind the scenes, is the path to fame and bonus and promotion today. And this causes all kinds of problems. With the wrong leaders in charge, organisations are obviously not performing at their full potential. And it creates a toxic culture in which those actually doing good work feel overlooked and demotivated. And perhaps worst of all, it's a self-perpetuating cycle, because by celebrating these flawed, action-oriented leaders, we're actively creating more of them. So this is a problem that we need to solve. The good news is, we can. And it starts with re-imagining what good leadership looks like. And there's two sides to this.

First, we have to learn to ignore what we can call the captains of crisis, the Shackletons, those who are lurching from one dramatic circumstance to another. Because while some crises can be avoided-- They can't be avoided. While some crises can't be avoided, many are self-inflicted or amplified by poor leadership, or sometimes just a figment of their imagination. Keith Grint, the preeminent scholar of leadership today, brilliantly summarizes this problematic dynamic. Since we reward people who are good in crises, and ignore people who are such good managers that there are few crises, people soon learn to seek out or reframe situations as crises. We need to

disincentivize this style of leadership by refusing to give these people the attention they crave. And that's easy when we're confronted with the sober facts.

Ahmansons four successes, Shackletons four failures. But as soon as it's embedded in a story, the dramatic details pull us in like a magnet and give us a false sense of inspiration. False, because there's no real substance there. Instead, we need to learn to celebrate those who mitigate rather than promote drama. And this can be challenging because often they do so in very subtle ways, below the surface of the water, in the case of our swimmer. They're obsessive planners. They build processes that align the organizations strength with the unique challenges they face. And they're authentic and create cultures that bring out the best in people. Harvard Business School professor, Raffaella Sadun, has studied the profound impact this behind-the-scenes work can have, and she has given it a name. I don't want to give you

too many technical academic terms here, but this is an important one. She calls it, Boring management.

But as she tells us from her research, The evidence is clear that boring management matters. It may not be as exciting as leading a cavalry charge from the front or giving a brash pep talk, but it's the real toolkit of good leaders. And to me, making a difference from behind the scenes, unconcerned with what other people are thinking, unconcerned with spilling self-aggrandizing words, or exaggerating, such people are truly inspirational. Let me summarize. The action fallacy tricks us into celebrating the wrong leaders, and this comes with huge costs. We can overcome it. I would say we must overcome it. And this starts with re-imagining what good leadership looks like.

So the next time you're in a position to judge or reward a leader, or maybe just the next time you're trying to figure out whose efforts actually guided your team or organization to success, resist the temptation to be dazzled by tales of adventure and derring-do, and take a moment to look below the surface or in the quieter corners of your team. And this is important, because the next time your organisation is faced with the equivalent of the ice pack looming on the horizon, who do you want in charge? The leader who responds to the ship freezing in place by frantically cranking the engine, unpacking the crates of dynamite, and pushing his men to their breaking point, or the leader who avoids getting stuck in the ice in the first place? Thank you.

Why good leaders make you feel safe _ Simon Sinek There's a man by the name of Captain William Swenson who recently was awarded the congressional Medal of Honor for his actions on September 8, 2009. On that day, a column of American and Afghan troops were making their way through a part of Afghanistan to help protect a group of government officials, a group of Afghan government officials, who would be meeting with some local village elders. The column came under

ambush, and was surrounded on three sides, and amongst many other things, Captain Swenson was recognized for running into live fire to rescue the wounded and pull out the dead. One of the people he rescued was a sergeant, and he and a comrade were making their way to a medevac helicopter. And what was remarkable about this day

is, by sheer coincidence, one of the medevac medics happened to have a GoPro camera on his helmet and captured the whole scene on camera. It shows Captain Swenson and his comrade bringing this wounded soldier who had received a gunshot to the neck. They put him in the helicopter, and then you see Captain Swenson bend over and give him a kiss before he turns around to rescue more. I saw this, and I thought to myself, where do people like that come from? What is that? That is some deep, deep emotion, when you would want to do that. There's a love there, and I wanted to know why is it that I don't have people that I work with like that? You know, in the military, they give medals to people who are willing to sacrifice themselves so that others may gain. In business, we give bonuses to people who are willing to sacrifice others so that we may gain. We have it backwards. Right? So I asked myself, where do people like this come from?

And my initial conclusion was that they're just better people. That's why they're attracted to the military. These better people are attracted to this concept of service. But that's completely wrong. What I learned was that it's the environment, and if you get the environment right, every single one of us has the capacity to do these remarkable things, and more importantly, others have that capacity too. I've had the great honor of getting to meet some of these, who we would call heroes, who have put themselves and put their lives at risk to save others, and I asked them, "Why would you do it? Why did you do it?" And they all say the same thing: "Because they would have done it for me." It's this deep sense of trust and cooperation. So trust and cooperation are really important here. The problem with concepts of trust and cooperation is that they are feelings, they are not instructions. I can't simply say to you, "Trust me," and you will. I can't simply instruct two people to cooperate, and they will. It's not how it works. It's a feeling.

So where does that feeling come from? If you go back 50,000 years to the Paleolithic era, to the early days of Homo sapiens, what we find is that the world was filled with danger, all of these forces working very, very hard to kill us. Nothing personal. Whether it was the weather, lack of resources, maybe a saber-toothed tiger, all of these things working to reduce our lifespan. And so we evolved into social animals, where we lived together and worked together in what I call a circle of safety, inside the tribe, where we felt like we belonged. And when we felt safe amongst our own, the natural reaction was trust and cooperation. There are inherent benefits to this. It means I can fall asleep at night and trust that someone from within my tribe will watch for danger. If we don't trust each other, if I don't trust you, that means you won't watch for danger. Bad system of survival. The modern day is exactly the same thing.

The world is filled with danger, things that are trying to frustrate our lives or reduce our success, reduce our opportunity for success. It could be the ups and downs in the economy, the uncertainty of the stock market. It could be a new technology that renders your business model obsolete overnight. Or it could be your competition that is sometimes trying to kill you. It's sometimes trying to put you out of business, but at the very minimum is working hard to frustrate your growth and steal your business from you. We have no control over these forces. These are a constant, and they're not going away. The only variable are the conditions inside the organization, and that's where leadership matters, because it's the leader that sets the tone. When a leader makes the choice to put the safety and lives of the people inside the organization first, to sacrifice their comforts and sacrifice the tangible results, so that the people remain and feel safe and feel like they belong,

remarkable things happen. I was flying on a trip, and I was witness to an incident where a passenger attempted to board before their number was called, and I watched the gate agent treat this man like he had broken the law, like a criminal. He was yelled at for attempting to board one group too soon. So I said something. I said, "Why do you have to treat us like cattle? Why can't you treat us like human beings?" And this is exactly what she said to me. She said, "Sir, if I don't follow the rules, I could get in trouble or lose my job." All she was telling me is that she doesn't feel safe. All she was telling me is that she doesn't trust her leaders. The reason we like flying Southwest Airlines is not because they necessarily hire better people. It's because they don't fear their leaders. You see, if the conditions are wrong, we are forced to expend our own time and energy to protect ourselves from each other, and that inherently weakens the organization.

When we feel safe inside the organization, we will naturally combine our talents and our strengths and work tirelessly to face the dangers outside and seize the opportunities. The closest analogy I can give to what a great leader is, is like being a parent. If you think about what being a great parent is, what do you want? What makes a great parent? We want to give our child opportunities, education, discipline them when necessary, all so that they can grow up and achieve more than we could for ourselves. Great leaders want exactly the same thing. They want to provide their people opportunity, education, discipline when necessary, build their self-confidence, give them the opportunity to try and fail, all so that they could achieve more than we could ever imagine for ourselves. Charlie Kim, who's the CEO of a company called Next Jump in New York City, a tech company, he makes the point that if you had hard times in your family, would you ever consider laying off one of your children?

We would never do it. Then why do we consider laying off people inside our organization? Charlie implemented a policy of lifetime employment. If you get a job at Next Jump, you cannot get fired for performance issues. In fact, if you have issues, they will coach you and they will give you support,

just like we would with one of our children who happens to come home with a C from school. It's the complete opposite. This is the reason so many people have such a visceral hatred, anger, at some of these banking CEOs with their disproportionate salaries and bonus structures. It's not the numbers. It's that they have violated the very definition of leadership. They have violated this deep-seated social contract. We know that they allowed their people to be sacrificed so they could protect their own interests, or worse, they sacrificed their people to protect their own interests. This is what so offends us, not the numbers.

Would anybody be offended if we gave a \$150 million bonus to Gandhi? How about a \$250 million bonus to Mother Teresa? Do we have an issue with that? None at all. None at all. Great leaders would never sacrifice the people to save the numbers. They would sooner sacrifice the numbers to save the people. Bob Chapman, who runs a large manufacturing company in the Midwest called Barry-Wehmiller, in 2008 was hit very hard by the recession, and they lost 30 percent of their orders overnight. Now in a large manufacturing company, this is a big deal, and they could no longer afford their labor pool. They needed to save 10 million dollars, so, like so many companies today, the board got together and discussed layoffs. And Bob refused. You see, Bob doesn't believe in head counts. Bob believes in heart counts, and it's much more difficult to simply reduce the heart count. And so they came up with a furlough program. Every employee, from secretary to CEO,

was required to take four weeks of unpaid vacation. They could take it any time they wanted, and they did not have to take it consecutively. But it was how Bob announced the program that mattered so much. He said, it's better that we should all suffer a little than any of us should have to suffer a lot, and morale went up. They saved 20 million dollars, and most importantly, as would be expected, when the people feel safe and protected by the leadership in the organization, the natural reaction is to trust and cooperate. And quite spontaneously, nobody expected, people started trading with each other. Those who could afford it more would trade with those who could afford it less. People would take five weeks so that somebody else only had to take three. Leadership is a choice. It is not a rank. I know many people at the seniormost levels of organizations who are absolutely not leaders. They are authorities, and we do what they say because they have authority over us, but we would not follow them. And I know many people

who are at the bottoms of organizations who have no authority and they are absolutely leaders, and this is because they have chosen to look after the person to the left of them, and they have chosen to look after the person to the right of them. This is what a leader is. I heard a story of some Marines who were out in theater, and as is the Marine custom, the officer ate last, and he let his men eat first, and when they were done, there was no food left for him. And when they went back out in the field, his men brought him some of their food so that he may eat, because that's what happens. We call them leaders because they go first. We call them leaders because they take the risk before

anybody else does. We call them leaders because they will choose to sacrifice so that their people may be safe and protected and so their people may gain,

and when we do, the natural response is that our people will sacrifice for us. They will give us their blood and sweat and tears to see that their leader's vision comes to life, and when we ask them, "Why would you do that? Why would you give your blood and sweat and tears for that person?" they all say the same thing: "Because they would have done it for me." And isn't that the organization we would all like to work in? Thank you very much. Thank you. Thank you.

Why searching for religion can help your mental he

about eight years ago as a newly minted priest i was assigned to teach high school theology and one day after class a student came to me and she said father can i talk to you said sure and she began to tell me about this distress and these difficulties she was having and mental health issues and and so i asked her the question that i often ask students who came to me with these sorts of things have you talked to a professional about this and she responded in words and a tone i will never forget father i've talked to like five of them you are my last hope and since that time i've had a lot of other conversations with young people struggling with mental health issues and what i have noticed in those conversations is that one of the driving

forces behind a lot of mental health issues are painful and powerful questions that either have bad answers or no answers and so today i want to talk to you about how pursuing religion and taking it seriously can be helpful to your mental health now that there is a religious aspect to mental health might be somewhat surprising because i think often in our society we're presented with the idea of mental health as a medical or perhaps even merely medicinal issue you feel bad you go to doctor you get drugs you take drugs you feel better but there are really good scientific reasons for doubting that that is the whole picture if you spend a little time on google scholar researching mental health you'll find that there's a plethora of articles detailing lots of things

that actually can help our mental health things as varied as sunshine and good sleep habits diet and exercise solid friends an empathetic therapist and if all of these things can help mental health that should be a clue for us that this is actually not a one-dimensional issue but a very complex one that touches on many different facets of the human person i want to draw your attention to just one of those studies in 2008 the team of researchers headed by irving kirsch who's now at harvard medical school did a meta-analysis of all of the studies done by the drug companies on six of the top selling ssris select serotonin reuptake inhibitors that are often prescribed for depression so this class would include paxil zoloft prozac and the team analyzed all these studies

and when they they published their findings they they came to two major conclusions the first was that ssris do not solve depression but they do have a modest positive impact the second and much more controversial conclusion was that 80 percent of that modest positive impact could be attributed to the placebo effect people got better because they thought the drugs would make them better so what does this mean well first let me tell you what it doesn't mean it does not mean that ssris are fake drugs or sugar pills or anything like that they're real drugs and they have a real effect on the brain and the body and suddenly stopping those drugs can be really dangerous so never change your meds without talking to your doctor

but i think this study does have some profound implications and most importantly it says to us that our thoughts matter how i think about my mental health can dramatically impact my mental health thoughts matter so in these last eight years that i've been ministering to young people i've had the privilege of hearing a lot of their stories and people opening their minds and their hearts to me one of the things that i've noticed of those who are struggling with mental health issues is that well in the background there's often some kind of painful experience it could be the pain of being deeply wounded in an important relationship it could be the pain of doing something that one is deeply ashamed of it could be the pain of a severe loss like the death of a loved one now that's probably not very surprising

but as i started to hear more and more of these stories i noticed something else it wasn't just that people had been through painful experiences because i talked to a lot of people who do go through painful experiences and don't develop a mental health crisis as a result what i noticed is that those who struggled the most with mental health issues not only had a painful experience but that that experience had generated a series of very powerful and painful questions questions like why should i open my heart to another person if that'll just let me get hurt again do i do i deserve to be treated this way am i really just that unlovable how could someone love me and forgive me if they knew what i had done how can i really give myself to others knowing that well we're all going to be separated by death in the end

these are very difficult questions and what i saw is that when people had these questions combined with bad answers or no answers a mental health crisis often ensued now before i tell you why i think religion can help with this i want to give you just a little taste of how much it can help in 2016 the journal psychiatry published by the american medical association published had an article which analyzed the data of a massive survey that had been done of 90 000 nurses over 14 years huge data set and the article that was published found a couple interesting trends and one of those was that it found that nurses who attended church at least once a week every week had a suicide rate 80 percent lower than their peers 80 percent and given the magnitude of that impact that religious practice

had on these nurses lives i think what it says to us is that if we're if we're really going to make progress in helping people who are struggling with mental health issues we have to start taking religion seriously but that still leaves us with the question of why why why would it have this dramatic impact well think for a moment about what religions do for people i think one of the big things that they do is they provide a set of answers to these painful questions and so they engage us on a cognitive level but they don't just give answers they also give things you can do a way of living out those answers and so they engage us on a behavioral level so i want to give you today perhaps a new definition of religion not a theological one but a psychological one religion is the cognitive behavioral therapy of

the soul and what makes it different than regular cbt is that religions tackle the very biggest questions that are out there that we have to face as human beings and not only do they provide a huge set of answers but they also prescribe a series of practices a way of living out those answers that can encompass the totality of human life to be human means to be the kind of creature that asks questions and reflects on painful experiences and when we don't have answers to those questions we're not okay so yes there's a big part of mental health that deals with the needs of the body and the brain but there are also these questions and they're not going away they can't be exercised

or slept or drugged out of existence they just need to be answered and those answers need to be lived so what do we do with that well my my job here today is not to tell you what you should think or how you should live although if you look at what i'm wearing you probably have some ideas about what i think about those things but my goal here today is is not to tell you the answer my my goal today is to get you to search to search for the answers to these questions that lie deep within your own heart and i want to offer a disclaimer at the beginning of this too i'm not saying that any set of answers or practices will do you know not every answer to a deep question is equally true or helpful or comforting or valid so i'm not saying that but what i am saying is that the search is essential

because we are the sorts of creatures who ask these questions now more specifically i think there's sort of two broad steps we can take the first step is that we need to put a lot of work into figuring out what actually are the questions that i'm dealing with and struggling with and the second is how then do i take those questions and bring them to religion in order to get some sort of help so let's break that down it's not always easy to know the answers or the questions that are deep within our hearts why because these are painful questions and when we think about these questions it stirs up a lot of emotions that makes it very difficult to actually see what's going on inside socrates said know thyself great advice hard to do and this is where there are a lot of other aids that we can get to help see what's going on in our in the interior of our heart

things that can help calm our emotions as we think about these questions something like mindfulness meditation or perhaps medication we might not might also need support from friends or an empathetic therapist and those last two friends and therapists can not only provide support but they can also give a different perspective hey maybe you should think about this have you noticed that very helpful but at the end of the day we are the ones who need to be able to see those questions and once we have them we need to bring them to religion in a serious direct and studied manner okay serious what does it mean to seriously engage religion well i think those nurses in that study i talked about are a good example they bothered to show up to church every week

every week that's serious i think of one of my former students who was struggling with anxiety and depression and and made the decision on her own i'm going to pray an hour a day until all of this gets sorted out changed her life but that's serious and in addition to a serious engagement with religion we also need a direct engagement this might seem kind of obvious but i can't tell you how many times i've been talking to a young person and they've just been opening their mind in their heart and telling me about all these painful experiences and the the emotions they're struggling with and all these things that are going on and i'll ask the question have you talked to god about this you don't like the way you're talking to me right now no no father i never thought of that well maybe you should try it sometime might be helpful

you need to take the questions and the problems you're wrestling with and bring them directly to religion so it can provide help and comfort if it's able to besides serious and and direct engagement we also need studied engagement study as in like what you hope college students do you know books and things talking to people who are smart same thing you know as a high school theology teacher i loved having students in class who were curious but not raised in any faith tradition why because they asked the best questions they came in with no presuppositions and just wanted to explore and to really learn what was this new thing that i was teaching it was great and i think it's that same kind of openness and curiosity that oftentimes we need to have in

engaging with religions and that means getting help help from the living and the dead you know for the living talk to people who actually know their tradition and not just know it but have allowed that tradition to change their lives those are the people you want to talk to in terms of the dead i recommend books well which books father there are a lot of books well i recommend reading the books that are still being read today several hundred years after the death of the authors pr agent because then you know they're being read not because of some slick marketing campaign but because people read these things and found some real substance there and handed it on to the next generation and there's something really special and beautiful about the experience of having your

heart touched by a text written a thousand years ago and a world away the mental health crisis in our country is grave and if we're going to be serious about tackling it we need to approach it in a holistic way and that means recognizing that we are the sorts of preachers that not only have painful experiences but have profound questions questions that need answering and answers that need to be lived and so i invite you today on your own search for the true answers that will give you peace in your heart that will answer those questions that have laid there a long time and i'm going to leave you now with the words of the great jewish prophet jeremiah stand by the ancient roads and ask the pathways of old which is the way to good and follow it and you will find rest for your souls

thank you

Why the secret to success is setting the right goal We're at a critical moment. Our leaders, some of our great institutions are failing us. Why? In some cases, it's because they're bad or unethical, but often, they've taken us to the wrong objectives. And this is unacceptable. This has to stop. How are we going to correct these wrongs? How are we going to choose the right course? It's not going to be easy. For years, I've worked with talented teams and they've chosen the right objectives and the wrong objectives. Many have succeeded, others of them have failed. And today I'm going to share with you what really makes a difference -- that's what's crucial, how and why they set meaningful and audacious goals,

the right goals for the right reasons. Let's go back to 1975. Yep, this is me. I've got a lot to learn, I'm a computer engineer, I've got long hair, but I'm working under Andy Grove, who's been called the greatest manager of his or any other era. Andy was a superb leader and also a teacher, and he said to me, "John, it almost doesn't matter what you know. Execution is what matters the most." And so Andy invented a system called "Objectives and Key Results." It kind of rolls off the tongue, doesn't it? And it's all about excellent execution. So here's a classic video from the 1970s of professor Andy Grove. Andy Grove: The two key phrases of the management by objective systems are the objectives and the key results, and they match the two purposes. The objective is the direction. The key results have to be measured,

but at the end you can look and without any argument say, "Did I do that, or did I not do that?" Yes. No. Simple. John Doerr: That's Andy. Yes. No. Simple. Objectives and Key Results, or OKRs, are a simple goal-setting system and they work for organizations, they work for teams, they even work for individuals. The objectives are what you want to have accomplished. The key results are how I'm going to get that done. Objectives. Key results. What and how. But here's the truth: many of us are setting goals wrong, and most of us are not setting goals at all. A lot of organizations set objectives and meet them. They ship their sales, they introduce their new products, they make their numbers,

but they lack a sense of purpose to inspire their teams. So how do you set these goals the right way? First, you must answer the question, "Why?" Why? Because truly transformational teams combine their ambitions to their passion and to their purpose, and they develop a clear and compelling sense of why. I want to tell you a story. I work with a remarkable entrepreneur. Her name is Jini Kim. She runs a company called Nuna. Nuna is a health care data company. And when Nuna was founded, they used data to serve the health needs of lots of workers at large companies. And then two years into the company's life, the federal government issued a proposal to build the first ever cloud database for Medicaid. Now, you'll remember that Medicaid is that program

that serves 70 million Americans, our poor, our children and people with disabilities. Nuna at the time was just 15 people and this database had to be built in one year, and they had a whole set of commitments that they had to honor, and frankly, they weren't going to make very much money on the project. This was a bet-your-company moment, and Jini seized it. She jumped at the opportunity. She did not flinch. Why? Well, it's a personal why. Jini's younger brother Kimong has autism. And when he was seven, he had his first grand mal seizure at Disneyland. He fell to the ground. He stopped breathing. Jini's parents are Korean immigrants. They came to the country with limited resources speaking little English, so it was up to Jini

to enroll her family in Medicaid. She was nine years old. That moment defined her mission, and that mission became her company, and that company bid on, won and delivered on that contract. Here's Jini to tell you why. Jini Kim: Medicaid saved my family from bankruptcy, and today it provides for Kimong's health and for millions of others. Nuna is my love letter to Medicaid. Every row of data is a life whose story deserves to be told with dignity. JD: And Jini's story tells us that a compelling sense of why can be the launchpad for our objectives. Remember, that's what we want to have accomplished. And objectives are significant, they're action-oriented, they are inspiring, and they're a kind of vaccine against fuzzy thinking. You think a rockstar would be an unlikely user

of Objectives and Key Results, but for years, Bono has used OKRs to wage a global war against poverty and disease, and his ONE organization has focused on two really gorgeous, audacious objectives. The first is debt relief for the poorest countries in the world. The next is universal access to anti-HIV drugs. Now, why are these good objectives? Let's go back to our checklist. Significant? Check. Concrete? Yes. Action-oriented? Yes. Inspirational? Well, let's just listen to Bono. Bono: So you're passionate? How passionate? What actions does your passion lead you to do? If the heart doesn't find a perfect rhyme with the head, then your passion means nothing. The OKR framework cultivates the madness, the chemistry contained inside it. It gives us an environment for risk,

for trust, where failing is not a fireable offense. And when you have that sort of structure and

environment and the right people, magic is around the corner. JD: I love that. OKRs cultivate the madness, and magic is right around the corner. This is perfect. So with Jini we've covered the whys, with Bono the whats of goal-setting. Let's turn our attention to the hows. Remember, the hows are the key results. That's how we meet our objectives. And good results are specific and time-bound. They're aggressive but realistic. They're measurable, and they're verifiable. Those are good key results. In 1999, I introduced OKRs to Google's cofounders, Larry and Sergey. Here they are, 24 years old in their garage. And Sergey enthusiastically

said he'd adopt them. Well, not quite. What he really said was, "We don't have any other way to manage this company, so we'll give it a go."

And I took that as a kind of endorsement. But every quarter since then, every Googler has written down her objectives and her key results. They've graded them, and they've published them for everyone to see. And these are not used for bonuses or for promotions. They're set aside. They're used for a higher purpose, and that's to get collective commitment to truly stretch goals. In 2008, a Googler, Sundar Pichai, took on an objective which was to build the next generation client platform for the future of web applications -- in other words, build the best browser. He was very thoughtful

about how he chose his key results. How do you measure the best browser? It could be ad clicks or engagement. No. He said: numbers of users, because users are going to decide if Chrome is a great browser or not. So he had this one three-year-long objective: build the best browser. And then every year he stuck to the same key results, numbers of users, but he upped the ante. In the first year, his goal was 20 million users and he missed it. He got less than 10. Second year, he raised the bar to 50 million. He got to 37 million users. Somewhat better. In the third year, he upped the ante once more to a hundred million. He launched an aggressive marketing campaign, broader distribution, improved the technology, and kaboom!

He got 111 million users. Here's why I like this story, not so much for the happy ending, but it shows someone carefully choosing the right objective and then sticking to it year after year after year. It's a perfect story for a nerd like me. Now, I think of OKRs as transparent vessels that are made from the whats and hows of our ambitions. What really matters is the why that we pour into those vessels. That's why we do our work. OKRs are not a silver bullet. They're not going to be a substitute for a strong culture or for stronger leadership, but when those fundamentals are in place, they can take you to the mountaintop. I want you to think about your life for a moment. Do you have the right metrics? Take time to write down your values, your objectives and your key results. Do it today.

If you'd like some feedback on them, you can send them to me. I'm john@whatmatters.com. If we think of the world-changing goals of an Intel, of a Nuna, of Bono, of Google, they're remarkable:

ubiquitous computing, affordable health care, high-quality for everyone, ending global poverty, access to all the world's information. Here's the deal: every one of those goals is powered today by OKRs. Now, I've been called the Johnny Appleseed of OKRs for spreading the good gospel according to Andy Grove, but I want you to join me in this movement. Let's fight for what it is that really matters, because we can take OKRs beyond our businesses. We can take them to our families, to our schools,

even to our governments. We can hold those governments accountable. We can transform those informations. We can get back on the right track if we can and do measure what really matters. Thank you.

Why you may not be as ethical as you think _ Micha

thank you all right how about we start this session with a test no no worries here this test is not going to be hard but what I want you to do is I want you to rate yourself ethically on a scale of one to ten one you are not ethical at all 10 you're absolutely ethical five you're in the middle so go ahead give yourself a number how many of you gave yourself a number higher than seven let's hear you clap if you gave yourself a number higher than seven that's it we got a lot of sevens out there you know I've asked about 3 000 people this question and 95 to 98 of them say I'm a seven or above but when I was with the FBI I specialized in financial crime white collar crime embezzlement fraud and what I found is that a lot of the

people who I investigated were ordinary people just like you just like me your neighbor your colleague your co-worker and so now I'm going to say something's probably going to surprise you looking at this scale right here I am a five in reality I'm probably a four and I think by the end of this session by the end of our time together I think you're going to find out that you are closer to a five than what you care to admit so are you ready for the next part of the test let's do it right so in this one I'm going to give you a behavior and what I want you to do with these behaviors right here is Judge them on how bad they are one not bad at all who cares 10 whoa that is bad hold on now five in the middle so here comes your first Behavior how bad is it to share your Netflix password with someone outside your family

oh I hear the laughing I see the faces right now remember FBI taught me non-verbal there may be a few guilty people out there right when I ask this question to people I usually get a run of answers between one and ten but predominantly I get people that say it's a one it's a two three at most and then they give me the excuses they're like everybody does it so who cares and then it's like I paid for my Netflix subscription it says I can do whatever I want with it because I paid for it and then finally I usually get it's Netflix they're not even real who cares so keep that in mind because I'm going to ask

you a second question I want you to use the same scale that we're using right now how bad is it to go into a local restaurant order food eat it and leave without pay even though you have the means to pay

the food was fine the service was fine it's a classic dine and dash what number would you give that how many Clapper allowed if you're going to give it above an eight there we go so you're telling me that's really really bad isn't it why if we look at both those behaviors together aren't they both stealing but yet one is accepted you'll say one oh Netflix one two or three but a dine and dash oh that that's a ten that's that's bad you don't do that and so as I started working my cases in the FBI one of the things that just fascinated me was how did people do this how could they come into work and just say hey how you doing and in the meantime they're stealing the company blind and I became fascinated I wanted to know how and so I started looking into these things and what you just experienced is something called psychological distance and it's a mental construct it's our

ability in our brains to create a distance between our decisions and the consequences of those decisions and so when you think of Netflix like that's not even a real person but when you see that waiter that waitress all of a sudden that becomes very real so now I want you to imagine this for me imagine that you are in an amusement park and you see a family up ahead of you about 50 feet ahead of you husband wife whoever it is they got their wallet out they get something out of their wallet they put it in their pocket their purse their backpack whatever they have and as they place it back there it falls on the ground you yell at them but they don't hear you so you finally get up to that spot where the wallet fell you bend down you pick it up and as you pick it up you see it is loaded with cash hundred dollar bills

how many of you are going to return that wallet with all the cash intact all of you right all of you I have no doubt but let's contrast that with this you're going to the amusement park with your family but you hate crowds so you go an hour late because you don't want to deal with the rush of people coming in and so you have to park a little bit farther back and it's a windy day but as you come up to them you come through the cars you look in between two cars and you see something moving something blowing in the wind and it catches your eye because it's green and you bend down you pick it up it's three fresh 100 bills you look around nobody's there how many of you are going to be like me and in the investigation right there and puts that money right in my pocket

right that's what we're talking about with psychological distance we create this mental distance in our head that makes it seem there is no victim when you think of Netflix that they don't matter they're not real so what you're doing is you're denying a victim what I want you to do right now think about the organization you work for think about the organization you want to work for what is the first image that pops in your head because if it's a logo a slogan a product then you may have already created

the psychological distance you need to rationalize your behavior whereas if you thought of a colleague you thought of a client you thought of a person that makes a little bit different that's like the waiter or the waitress when

they're right in front of you so now if you're ready I've got one more behavior for you how bad is it to exceed the posted speed limit how many of you going to say negative numbers on this one right right but since again if we go back to the workplace our workplace is full of rules policies and procedures are we allowed to choose which ones we want to follow and which ones we don't and what this is called is denial of injury yeah I'm breaking the speed limit but I'm not hurting anybody but aren't speed limits put in place to protect people from accidents and even death and so I started thinking like how do these people how do they go home at night and not feel bad what goes on in their brains that make them say it's okay that I'm doing this and so I ran across an author by the name of Daniel Kahneman

he wrote a book called Thinking Fast and Slow actually won a Nobel prize in economics for the book and he describes the brain in two different ways the first one is he calls it system one okay and so imagine this imagine you're on a country road it's late at night Sun's going down but you still have light you're going about 30 40 miles an hour you come around the corner and you see a deer in the middle of the road what are you going to do are you going to honk are you going to stop you're going to break you're going to Swerve or if you're like me I'm gonna speed up and hit it then I'm going to take it home and eat it right so in that moment did you just react to the stimulus in front of you Kahneman calls that system one your reactionary brain then he has this thing called system two and how many of you have ever had the wonderful experience of buying a car

and negotiating with that salesperson back and forth and you consider does this fit in my budget is this a fair price and you use that brain you have to think Kahneman calls that system two that is your rational thinking brain and so now what I want you to consider which do you spend more time in each and every day system one your reactionary brain or system two your thinking brain and let's do another test I'm going to ask you a simple question Kahneman and other researchers have used this question to kind of illustrate the difference between system one and system two so as you know the answer and most of you will know the answer go ahead and say it out loud okay here we go how many of each animal did Moses take on the ark zero I hear some zeros there I hear some twos whoever said zero is correct because Moses

didn't take anybody on the ark it was no uh system one makes 95 of your decisions every single day and it does it on an unconscious level where you're not even aware it's happening those of you chose two what happened system one shot that answer to the front of your brain and before you even thought about it you said two that's the power of system one and it leads to something called

bounded ethicality it's described as the psychological pressures the social pressures and the normal processes of your brain that cause us to act in certain ways that sometimes are unethical without our knowledge two professors Dr Max Bazem and Dr Anne Tim Brunson have done a lot of work on this and what they found is that bounded ethicality when we have an interest in an outcome it causes us sometimes to deviate from

our ethical baselines in other words it causes us to do things that we ordinarily wouldn't do Dr Tim Buncle also worked with an individual named Dr David Messick and they came up with a concept called ethical fading and you see the definition right there ethical fading is when you system one specifically makes a decision and somehow your brain has taken the ethical Dimensions out of the decision completely and what we may be doing today in the business schools at this University at universities all around the United States all around the world we may be inadvertently teaching our students how to make decisions with ethical fading taking the ethical Dimensions right out of it and it's called a cost benefit analysis yep a cost benefit analysis I'm an accountant and I know there's value in a cost benefit analysis but as you look at

the calculation you look at the cost you look at the benefit you make your decision you don't always take the ethical implications of the decision and so I take you to this case that has been researched over and over again it involves a car called the Ford Pinto and for those of you younger than me the Ford Pinto with this strange looking car that if you hit it from behind at 30 miles per hour or more it exploded and the people inside would suffer severe burns or even death here's the thing Ford Executives knew prior to creating the first Pinto that there was a design flaw and that this was going to happen and they okayed the production of the Pinto anyway and so as they looked into it they said how did this happen they came down to that cost benefit analysis and they figured out that to fix the design flaw in the Ford Pinto it would cost are you ready

eleven dollars per car eleven dollars now move that to today's dollars it's a little bit more but not too much but when they did the cost benefit calculation the cost to fix the Pinto was way more than the anticipated lawsuits the anticipated brand damage and so what did they choose they choose to manufacture the Pinto and people died and suffered because of it but if you look at the basis of the decision that cost benefit analysis there was no ethical implications but if I could have asked the Ford Executives one question one question that would have brought the ethical Dimensions right back in front of their face I would have asked them he says imagine that your 16 year old son or daughter comes up to you and says Mom Dad I'd like to get a Pinto for my 16th birthday if you were the Ford Executives who have this information what would you have said to your kid

that ain't happening but you see right there how the ethical Dimensions all of a sudden can come into play if we think about them so how what can we do as people to make sure that we don't go

down that unethical path we don't succumb to ethical fading and one of those ways is to generate multiple perspectives how many of you have ever made a decision or you're talking to somebody and you made a comment says wow you know what I hadn't thought about that one of the things that you can do as a person is when you come to a decision ask yourself what would happen if I made the exact opposite decision or what would happen if the decision I'm about to make would affect me how would I feel if I had to suffer the consequences because that would change your perspective another method that you can do to create these multiple perspectives is have somebody a colleague a friend someone you trust be your Devil's Advocate President Kennedy after the Bay of Pigs

invasion a massive failure realized that they had not generated enough perspectives and so they made a bad decision he went to his brother Robert the Attorney General of the United States and he gave him this instruction he said Robert your job from this point forward is to find out how I'm going to decide on any topic and then argue the exact opposite even if you don't agree with it and what he was doing he's trying to generate perspectives that he hadn't thought of looking at the problem from multiple formats trying to see different ways to handle it and if you do that research shows that you're more likely to make ethical decisions two other professors Dr Miriam kuchaki Dr Street Hari Desai did some interesting work in organizations and what they did is imagine your workplace they put up pictures of morally moral leaders

people that as you look at their picture you just you accept them as moral leaders people like Gandhi people like Mandela and they study the ethical profiles of the organization after they put up these pictures and guess what happened unethical Behavior dropped because you see when we're reminded of our morality we act more ethically so if you can find a way to remind yourself that you are a moral person you may stay true to your ethical baselines and isn't that what you want I spent 25 years of my life as an FBI special agent putting people in jail I want to spend the next 25. trying to keep people out and so if you Empower people around you to give you the opinion that you may not want to hear you empower the people around you to generate these different perspectives and you remind yourself that you are a moral person

then maybe we can overcome psychological distance and ethical fading and maybe we can make better decisions and if we make better decisions can we make this a better world now I've got one last question for you before we go how ethical are you again thank you everybody

You Don_t Find Happiness_ You Create It _ Katarina

hello everyone I would like us to begin with a short exercise so can everybody place their hands like this reach out your hands thank you and I will count to three and when I say three I want you to clap

your hands okay one two three so I did this to show you that we don't always do as other people tell us to do we rather do as other people do and this is important when it comes to creating well-being in ourselves and in others I'm a psychologist and I train organizations teams and individuals in creating happiness and well-being and a couple of years back I co-authored a book on the science of happiness but when the book was published I was actually in the middle of a life crisis I've just broken up with the person who I thought I'd spend my life with I had no place to live and no job and I think this is a very common human experience we all face problems we end up in crisis sometimes

and we struggle but at the same time I think most of us we long for that other kind of life that entails meaning and connection and happiness but it's kind of difficult to live this life to always be there in this happy place and today I want to show you why your brain is not always on your side when it comes to creating happiness but also what we can do to counter this and it's not going to be by just positive thinking this takes positive action because happiness is a skill we all can train and work on I want this to start here how it's not just about positive thinking so let's begin with this have you ever found yourself in a situation where you're really worried about something and you kept worrying even though you knew that worrying won't change the situation or help the situation in any way and nevertheless you just kept on worrying hands up right we're all doing this and if we could have total mind power and just switched over to these happy thoughts

we just have done that and get on with our lives but that doesn't really happen does it and did you know that about half of the time that you've been listening to this speech your mind has probably been wandering off thinking about other things according to a study by Daniel Gilbert and Matthew Killingsworth our minds wander forty-six point nine percent of the time we spend awake so our thoughts are automatic they have a life of their own and to create happiness by just control positive thinking I think it's hard it's not even possible impossible and I think it's time that we start talking more about this how can we take positive action actually making the change in our lives because if I would ask you to keep your focus on your breath don't think about anything else for five minutes I doubt that anyone in this room would be able to do that but if I would ask you to please raise your hand like this for five minutes I think we all would be better able to achieve this so it's really difficult to control our

thoughts and we have a better chance at controlling our actions our behavior therefore well-being is better built by positive action and not positive thinking also we tend to look at ourselves as if we're these objects rational beings and that perceived situations in this objective manner and we process information almost like a computer I just take information in but in reality very far from objective and that's actually a good thing because if we would truly be able to process and perceive reality in all its nuanced complexity we would be rather lost it would be an overwhelming experience so therefore our brain have evolved several cognitive biases that helps us categorize and prioritize and sort

information making it more easy for us to navigate but these cognitive biases this sorting and prioritizing is really affecting how we perceive life how we perceive different situations and I'd like us to explore this further in a little thought experiments so I invite you all to think back at the last time

that you had a evaluated conversation with your boss or manager and I'm quite sure that you got to hear a lot of good things things like how you contribute to the workplace but I'm also quite sure that you got to hear something that you can improve with yourself with your performance and once you leave this conversation what do you think that your brain thinks is the most prioritized information all the things that you do really good or the one thing that you should be improving well if you're somewhat like me it would definitely be the latter and this doesn't really have anything to do with how my brain works this is actually a pattern that's been shown among people for example serious are marbella is a professor at Harvard Business School she did a diary study where she got to read people's Diaries to explore how they experience everyday life and she saw a pattern that the negative effect of a setback was more than twice as strong as the positive effects of a success and the same thing

goes with money that we feel way worse about losing an amount of money than we feel happy about gaining the same amount and if you would receive a compliment from a co-worker and then a complaint from another co-worker these two comments don't neutralize each other the complaint would definitely leave a stronger emotional mark so now we need to ask ourselves why why do we carry this emotional asymmetry why do we have this preparedness to experience unpleasant and negative emotions and to understand that we need to understand the context the environment where our brain has been evolving for so many years today several studies say that we have evolved a negativity bias which helps our attention to be drawn to unpleasant or possibly threatening information and this was really good back then and there when we were at the Savannah fighting for survival every day but today here and now this definitely affects how we perceive our life how we perceive our relations our workplace our own

performance and ourselves so to simplify this a bit one could almost say that your brain is concerned that you survive throughout this day it's less concerned that you're a happy survivor so by now we can understand that it's not strange that all of us sometimes feel anxious or tense are we worried in one sense we were built for this but most of us we long for this other kind of life with the meaning and the connection and the happiness and I'm not sure that we can have one thing without the other but there are definitely things and ways how we can cultivate happiness and build well-being but this comes with good news and bad the good news is that happiness it's not something you find outside of yourself and it's not something you have or don't have it's a skill that we all can work on but the problem is that we just don't do it and this definitely applies for myself this is the worst part of having written a book on happiness because whenever I'm having a bad day

there's always someone

who can do like having to read your own book Katerina you should know better so I've learned that not even experts on happiness and knows how to turn knowledge into action and this is one of the reasons why me and a friend have we started a psychological gym where organizations and the teams and individuals could come and train these skills in order to create more happiness and well-being because we want to make psychological training as common as physical training because today we know so many things about how to eat properly and how to exercise to sustain a physical health but what would be the psychological version of a green smoothie or of doing 50 situps is there really such a thing and I would say yes definitely there's a lot of different exercises and things we can do building healthy habits for ourselves and I would like to present an example of this so once you finish listening to this pitch when you're leaving this room later tonight I'd like you to bring out your smartphone and takes a kind

appreciative gratitude text to someone that you care for and maybe you can just notice how that fits and this is a good example of an exercise that I often do with leaders and teams and just a couple of weeks back I did this at a two-day leader conference and later I found out that one of the participants had texted his wife writing I love you very very very much which made the wife think what are you doing at that Leadership Conference and it just tests texting one person at one time it won't change the world in any way but turning this into a healthy habit over time can have a large impact and to dedicate this habit to caring for your relationships might be one of the most powerful actions that you can take when it comes to happiness so this might be the green smoothie that you've all been waiting for according to several studies having functioning relationships is as important if not even more important as exercising well and having a good diet and this can even help us live longer in a study from Harvard

University which began already back in 1938 researchers followed over 700 people to understand what it is that makes us flourish as people so they followed these participants for decades and in 2012 the results came the researchers found that happiness doesn't come from wealth it doesn't come from fame or working hard it comes from relationships and it's not about the number of friends that you have or whether or not you're in a committed relationship with a partner they found that it's the quality of the relationship that counts being able to be vulnerable listening and sharing what's close to your heart that's what matters and by now we know that forming good healthy habits when it comes to physical training or having a good diet it takes dedication it takes commitment and I think we should approach psychological habits in the same way and especially when it comes to relationships so by now we know that the brain has this tendency to highlight the

negative and that this is really tricky to revoke just by positive thinking it takes positive action but

some actions are more powerful than others when it comes to happiness and investing your time and heart into the relationships around you no matter if it's at work or with neighbors or with family or friends this might be one of the most powerful things that you can do for yourself and I'd like us to do this one more time so can everyone reach out their hands and I'm gonna count to three and when I say three I want you to clap your hands okay one two three yay great so we learn by watching others behavior you've just seen me do this two times and already so many people change their behavior so the more you can turn this talk into action by being more understanding and caring not just towards others but also towards yourself I think that others will follow your example and do as you do and the people outside of this building they won't know what just happened they won't know what changed but we know that it was here in this talk that everything

started thank you you

You can be happy without changing your life _ Cass Transcriber: BeCar SaBer Reviewer: Michael Nystrom Time. Time is critical because how you spend the hours of your days sum up to the years of your life. Im a professor of happiness, and I study time, which is kind of ironic because for my own personal happiness, time proved to be the single biggest barrier. I remember one day earlier in my career when I was an assistant professor at Wharton. I had traveled up to New York to give a talk, and that day, like so many, was just crazy hectic. My presentation was sandwiched between back-to-back meetings, from which Im rushing to this colleague dinner

and then frantically rushing to the train station to catch the very last train that would get me home to my four-month-old and my husband asleep in Philly. Now, I did make the train that night, but I remember so vividly sinking into my seat, totally exhausted and resting my forehead against the glass, watching the night lights whiz by. I was like, I dont know if I can keep up. Between the pressures of work, wanting to be a good parent, wanting to be a good partner, a good friend, the never-ending pile of chores, there simply werent enough hours in the day to get it all done, let alone do any of it well, let alone to enjoy any of it along the way. And I wanted more time, not just so I could get more done. I wanted more time so that I could slow down and actually experience the hours that I was spending,

so that my entire life wouldnt end up passing me by in this blur. I know now that what I was experiencing is time poverty, which is defined as the acute feeling of having too much to do and not enough time to do it. Even if you havent heard this term before, I suspect you know exactly what Im talking about. Show of hands. How many of you agree with the statement: I never seem to have enough time to get everything done? A lot of us. And were not alone. My research team conducted a national poll that showed that nearly half of Americans feel this way. And its not just us in the US. Folks across the globe report suffering from a hectic pace of life with too little time. And on that night

on the train, when I felt very time-poor and not happy, I concluded that

there was one obvious solution: I needed to quit my job and move to a sunny island somewhere, right? Because with all the hours of my days to relax and spend doing what I wanted, then surely I'd be happier. But then I was like, is that true? Are people who have a whole lot more time, in fact, happier? And this is an empirical question, and one that I could test and probably should test before telling my boss that I quit, and my husband that we should pack for life at the beach. So I recruited a couple of my favorite collaborators, and together we examined: what's the relationship between the amount of discretionary time people have and their happiness? And across our studies, including an analysis of the American Time Use Survey, which captures how tens of thousands of working as well as non-working Americans

spent a regular day, we found a consistent pattern of results, and it looked like this. It was an upside-down U shape, like an arc or a rainbow. Now, this is interesting because it shows that happiness goes down on both ends of the spectrum. Yes, people with too little time, those with less than approximately two hours of discretionary time in the day, were less happy. But this didn't surprise me because I knew all about the high level of stress that comes from being time-poor. It was this other side that was surprising. Those with more than approximately five hours of discretionary time in the day were also less happy. And this is interesting because it shows there is such a thing as having too much time. But how could that be, right? How could having

loads of hours to relax and spend however you wanted be associated with less happiness? Well, it turns out we are driven to be at least a little productive. Research shows that people are averse to being idle, and so when we spend all the hours of the day, day in and day out, with nothing to show for it, it undermines our sense of purpose. And from that, we feel less satisfied. This is important to note because it cautions us on those days that it feels so hectic, the answer isn't to quit everything and move to life sitting in a beach chair. These results point to something else that's interesting, too. Namely, if we could just get to having two hours in the day to spend however we wanted, we'd reach that sweet spot for happiness. Now, I will admit, at first I'm like two discretionary hours, that's like an unreachable luxury.

But then when I did an honest accounting of my days, I realized that the target two hours wasn't totally out of reach. Even during that hectic period of my life, I'd got to spend 15 minutes in the morning snuggling with my little one, 25 minutes talking to my best friend on my commute home from work, 30 minutes enjoying dinner and a glass of wine with my husband, and then 20 minutes singing my baby to sleep. This amounted to 90 minutes that I wouldn't have wanted to spend in any other way. And it wasn't until I did this calculation that I realized just how joyful so many of my minutes already were. And so altogether, what this research shows us is that the answer for greater

happiness isn't really about having more time available. It's really about how we invest the time that we have. For happiness, it's not about

becoming time-rich, it's about making the time we have rich. But how? How do we make our time rich? Instead of quitting, I redirected my research agenda to answer this very question: How do we spend our time to experience greater joy during our days, and so that at the end of our years, we can look back without regret? And what I have learned is that time isn't the problem. It can be the solution. Because how we dedicate our days, hours can have a tremendous impact on the satisfaction we feel in and about our lives. And it doesn't require any drastic, life-altering changes. With just a little bit of intention and attention, we can choose to be happier. As a first step, we need to identify and protect time for those activities that are truly worthwhile, those activities that are fulfilling

that align with our values and purpose. One way to identify these activities is through time-tracking over the week. Write down for each half hour what you did and rate on a ten-point scale how you felt coming out of that activity. Something else you can do is to simply reflect. And you can actually do this right now. So, think back over your last few weeks. What were those times that made you feel the greatest joy? When I reflect back, my coffee dates with my daughter Lita stand out. Now, mind you, this is an activity that was born out of a very functional routine. Every Thursday since she was little, on my way to drop her at her preschool and me to my office, I wanted coffee, clearly, so we'd stop at the local coffee shop, and soon enough, this mindless routine transformed into this treasured and highly anticipated ritual. We have a coffee date playlist and everything. Each week, this is a blissful half hour

that we get to spend together chatting, munching on Nutella croissants, her drinking her hot chocolate, me and my flat white. It's time for just the two of us. And yes, this is a very regular activity that is special to me. But the specialness of such regular activities is not an anomaly. In my research across lots of people, we find that those activities that produce the greatest happiness are often remarkably mundane. And you might have noticed that, too, when I just had you think about your most joyful activities. They were probably pretty ordinary. And this is important to note because since these activities are so ordinary, when we're in a rush, when we feel time-poor, we're very quick to neglect these activities. Or even if we make the time, we're rushing through them, or we're distracted on our phones or in our heads

cycling through our to-do list, thinking about and planning what's next. But to be fair, it's easy to miss these moments because we've gotten used to them. We've gotten so used to these simple joys that we barely even notice them anymore. And this is due to hedonic adaptation, which is our psychological propensity to get used to things over time. And so when you do the same thing again

and again, when you're with the same person again and again, they stop having as intense of an emotional impact on you. Now, its good that we are adaptive in the face of negative circumstances. Hedonic adaptation helps us manage through those tough times. It makes us resilient, but its bad that we also get used to lifes good stuff. For example, think back to the very first time someone you really cared about said, I love you. Its like fireworks in your mind and your heart.

And then a few years on, I love you gets reduced to Love you as youre hanging up the phone or heading out the door. And if something as profound and wonderful as the declaration of love gets reduced to a couple of words that you barely even hear, that shows the power of hedonic adaptation. And it shows that we need to be careful and aware of it so that we can offset it and continue to feel the happiness from lifes joys. One way to offset hedonic adaptation is to count your times left. Just because it's an everyday activity now, it doesnt mean its going to continue to happen every day, and certainly not like it does now. So for instance, with my coffee dates with little Lita, I count it. As a first step, I calculated how many times have we done this in the past? So including our daily coffee dates during my maternity leave with her

and then our weekly ones since, I calculated that Lita and I have gone on approximately 400 coffee dates together. Now the next step is to calculate how many times left do you have to do this activity in the future, accounting for factors that will likely change. So Lita is now eight. When she turns 12, I suspect shell prefer to go to the coffee shop with her friends instead of me. So itll be less frequent. And then she's going to go off to college, and then shes going to move to New York if shes anything like I was. So with that, I calculated that Lita and I have 230 coffee dates in the future. Now, the last step: calculating. Of the total times, what percentage do you have left? From this, I realized Lita and I have approximately 36% of our coffee dates together left. Thats much less than half, and shes only eight years old.

Now, at first this might seem sad, and you might be wondering to yourself, I thought this lady was a happiness professor, so why is she making me cry?

But I can assure you that the effects of this exercise are really positive and impactful. Because recognizing the preciousness of these times motivates us to make the time. No matter how busy I am, I absolutely carve out and protect time for my weekly coffee dates with Lita. And yes, they used to be on Thursday mornings on the way to preschool, but now shes in elementary school, which starts way too early. So our Thursday morning coffee dates happen on the weekend. But thats fine because we still spend the time. As important as making the time is how engaged we are during these times. Having counted, I make darn sure to put my phone away to quiet that to-do list

that otherwise is constantly running in my head because I know that I cannot be distracted from this

moment thinking about and planning for what's next, because this is the time that matters. And also this is only 30 minutes each week. But these minutes color how I feel the rest of the week, and really how I feel about my life overall. Not only do I feel happy during these dates, but I feel happy beforehand as I look forward to them. I feel happy afterwards as I think back and remember them. When I'm assessing my satisfaction with my life overall, these minutes and the resulting connection and relationship that I have with my daughter have a huge effect. I can honestly say now that despite still having that high-pressure job

and husband and now two kids instead of one, and that never-ending pile of chores, that I am happy. And this touches back to what I said before. When it comes to happiness, it's not about the quantity of time we have available. It's about the quality. How we invest the time that we have and how invested we are while spending that time. With just a little intention and attention, we can find extraordinary happiness in ordinary moments. Thank you.

Don't manage time manage focus__ Savinda Ranath

wish you all a very happy New Year you may be wondering what I'm talking about am I living 4 months back yeah what is first of New Year means to you it's a day that we really inspire to achieve something make a true difference where you think about forgiving your mistakes starting something new really achieving some inspirations let me check how many of you had a New Year resolution before okay many of them keep holding keep holding how many of you can confidently tell me that you have successfully achieved it oh one 2 3 thanks good I will talk to you during the break um why is that one the a research done by scampton University in us has revealed that 92% of the New Year resolutions that we make are not being success successful to be achieved is not only for New Year

resolutions it's normally for many of the goals that we have in our life to become a better citizen achieve success achieve better exam results there are so many goals goals that we think and have for the future that we are not being able to achieve I'm no difference I has been the same when I was younger I had the same challenge of setting bigger Ambitions being wanting to be the Super Idol that always aspire to be but not being able to reaching over there so in 2009 on the January 1st I thought okay I need to make a difference in at least in a small way I really really want to achieve my goal for that year and that year my goal was maybe uh relate to some of you as well is on personal financial management to make sure that I am managing my finances in the best and effective manner because always maybe relate to some of you end of the month we always run bit less in cash so but the clear difference that I did from just setting up a goal was that let me try to understand what is this challeng is all about what I really want to

achieve I want to manage my finance but what is it all about I just take a piece of paper and at least started like pointing down what I am spending every day and what are my source of incomes and then how I am really managing them so it took some time the the point was that I was keeping recording the them looking at them then I started understanding okay there are some patterns okay I'm spending too much on sometime Transportation or sometimes in junk food or in many other things and because that one I might not have the capacity to invest on the things that I wanted to so within few months maybe couple of years I really started understanding which I should be really focusing on my my finance my personal finance and what sort of sources that can really bring them to me so with that ability after about 2 years I was able to really manage to make sure that I am self financially sustainable not from my parents money from my own finances but in three years three to three four uh years I was able to make sure that I

have enough personal money to do further education and also invested in my own social Enterprises to start up a businesses so but however when I really dig down into achieving this goal of financial management which I had in 2009 but sort of achieved in 201 12 I was again went to the same with my experience of at least trying to achieve with that happiness of achieving a goal I went back is finances the main composition or is it the main driver that we have in our life is it is it Finance stand alone so then on 2013 near to a January 1st again I had this aha moment then it realized me that Finance is not just what is it is it's just not a standalone but it really enacts on who you are and what you want to be what are your dreams your vision missions your missions your aspirations that relates to how you earn money and how you spend money so with that regard I thought okay that means that is my stage two that should be my step two I should be able to set up a

better management for myself in terms of what I want to achieve in the future so with my own background being in born in a village working with communities I had this strong desire to empower young people achieving their development so with that Vision I set up my own missions smaller targets that I have pillars of My Success on one is on education having good education capacity and on entrepreneurship like really building my successful Enterprises communities through that one last but not least on networks that that really making sure that I'm part of communities engaging with networks and building the career that I have so but that was only one part of my challenge then I discovered this concept of Wheel of Life the life cycle approach because I wanted to achieve thinking about my future rather than just having a degree or a good job or what will really makes me happier what should be my real mission in my life then it realized to me that it's not about just achieving a career development but more than is to having

an overoll and all round growth in my life so with this Wheel of Life approach I thought career is one but it's all about relationships is about the the connections that you have the Rel the networks that you have it's more about health it's more about spending your time on activities that you really aspire

to achieve so with that development I started okay I want to achieve an overall growth in my life and then I started to manage things on this eight path that I want to achieve success so on a day-to-day manner when I was going to work or studies it was not about just getting a degree or having a good business but it's about can I make sure that I am making at least one person in this world a happier because I exist was that my question that I ask every day before I sleep because as a human being we have a bigger mission of helping our communities and our people around us because we exist in this planet so it's it was not rocket science not starting very big things and creating the biggest

change in the planet but just as an example in a day-to-day manner the the house that I live in in Thailand just nearby there's a there's a the cooking person who come there at 3:30 every day morning just to prepare so that he can make breakfast packs for the working people around 6 7:00 in the morning but when the normal normal people comes in they pay some money get their goods and then walk away but that person is putting so much effort to make sure that and that person has two small kids I see them in a day to day manner to make sure that they are happier and they have a better life and he actually tries a lot to send them to school I've been seeing them uh like taking the opportunity he carries them to the school and take them from the school so I cannot do much I don't understand the language much but I just and I'm a vegetarian not eating meat the shop sells meat but at least I go to in the every morning before I leave to work work I go to that person and have a good smile at him and he actually spend at

least 2 3 seconds just to turn back and and greet me so that small difference makes me really mean that I have a bigger Vision not to just to achieve a success every day by working out but also having a community and making someone else smile in a small manner so these these small things are making sure that I'm achieving an overall growth in my life so that also has a better part because even if I'm achieving not achieving success on my day-to-day activity on a working life for example the exams might not go that well or your working day might not be the best but when I manage it with my own tools it's only about 30 to 35% of my life so what I am talking about this tool so I have a personal management tool which I manage for about 7 eight years after 78 years looks like similar to uh this the top part explains about how I manage my day-to-day expenses so it's just tracking so after years and years I have categories and seeing how I am spending my my daily expenses um in the Sri Lankan rupees way but also what are my

daily focuses and on this Eightfold Path of Life Wheel of Life that how I am really incorporating my time but the most important thing is not actually making a tool for yourself is you can manage your day-to-day activities in a way that you like for me it's may be numbers about gamification of Life For Me me for you maybe writing a journal or writing a day-to-day diary or having a video or a painting is is up to you so it's more about having a smaller stepbystep approach and the fundamental is not

managing your time but managing your focus which will enable you to progress on the dreams that you have for the future but what were the key most ingredients that helped me to achieve the success the two most fundamental success stories that I have one is on personal Integrity none of these tools none of these challenges none of these personal resolutions Maybe to agree the people who achieve them are successful if you are not true to yourself if you are not telling yourself

talking to yourself selling what are my challenges and how I can make sure that I am really making sure that I am progressing through if you lie to yourself I can't put any number wrong and make myself happy okay I'm good every day it's being true to yourself and the other is self- discipline it's about taking initiative every day no matter how hard it is taking smaller steps not very big ones smaller steps every day to build upon to this area that you want to achieve but am I telling you this is the best tool or am I the perfect human being who has achieved so many things though I am sitting for my phds or right now I have started about five businesses or working for un project development it has never been the perfect story for me even right now these trackers doesn't look same so this is like a monthly analysis of the the tracker so there's blues and greens where I have overachieved or achieved my targets per for month but there are always orange or red days where I'm not that successful

or have done very worse even sometimes still after 6 seven years on finance but it's more important is that you take the initiative of discipline this month you do bad but you start doing again from next day that's why I mean living a life of being a first of January every day you wake up from the morning you jump from your bed because it's a first of January for you every day because you are making your bigger dreams counted down to smaller targets and you are achieving them every day so we I we what we can do is as Community as a as as in a day-to-day manner to see how we can make sure that we are achieving small smaller things in a daily Manner and celebrating the success so I believe that you all can make sure that your lives are also a first of January starting from tomorrow it's a first anyway so hopefully that we can make sure that we achieve our bigger missions and change the statistics as well so wish you all a very happy new year thank you

_I_m Fine_ - Learning To Live With Depression _ Ja

Wow hi all right how's it going how are you feeling at shouldn't be up there yeah okay how we all doing awful all forward not you what you did was absolutely fine I'm talking about the the torturous engagement tactic that I just used I hate that when when the person I know I just did it but when the person comes out and they start doing the thing and they asked a whole room a whole room full of people at the same time how they're doing because the only thing you can really say in response to that is like oh whatever you just did and that isn't an appropriate answer to how are you doing any other situation you know I could be shopping in Woolworths in 1994 and I go up to I see a mate in

there looking at the fur bees and I'd be like hey Gordon you know how's it going if Gordon just turns around and goes down like that just howls at the strip lighting at the top like some mad

citified 90's wolf I'm gonna think what freaked and just turn around leave my basket of pogs there and just walk off but yeah when I when people ask me how I'm doing I say I'm fine generally I think that's that's what everybody does but for me that's not real appropriate answer either because for me it's a way of deflecting the question it's like a reflex and deflecting that question is something I've got really good at because a lot of the time I'm not fine in fact but I live with depression and deflecting people away from what's really going on with me is just it's just what I do when you get really convincing it pretending that you're okay people just assume you are much like a lot of you thought there was nothing wrong with me when I first came out here none of my friends family anybody knew anything was wrong with me until maybe a year and a half ago when I decided to tell them I've been secretly living with dark thoughts and self-loathing for you know most of my adult life and saying

I'm fine and not addressing it and not letting anybody in is if it's just a bad move you know and the more the things that have happened to me over the last year that the more I've sort of realized that that's it's like putting a plaster over cancer you're not dealing with anything last April was the worst time for me I was living with that feeling I can't even describe I still can I'm have to now obviously but if I was to choose one word it'd be something like overwhelm I remember lying in bed one morning and I was overwhelmed because I was trying to remember what feeling happy felt like and I couldn't remember and I thought there's no point in living if I can't actually remember how to be happy anymore I'd had suicidal thoughts before as everyone who suffers from depression it surely does but always knew I'd never really go through with it because of the the pain and you know everything that would cause the people that were close to me is you know what a great deterrent that is I just didn't couldn't do that but that morning when I

lay in bed depression had completely taken over my thoughts it manipulated and it had lied its way into making me think that ending my own life wasn't just best for me but actually would be best for everybody because that was that is what depression does it overpowers you it takes the wheel and it steers you away from everyone and everything you love and it takes you down a dark tunnel and when you're in that turn oh it hugs you and it tells you that this is where you're supposed to belong I called my mum that morning but it wasn't because I needed help I thought I was beyond help I called her because I thought that day I was going to take my own life and I called her to hear her voice one last time not only does my mum love me I think she she knows me better than anyone and also she's a mental health professional and I think by the tone of my voice the kind of things that I was saying she knew something really serious was up and and the love I heard in her voice she she managed to bring me back for a second

and in that second she suggested that together we get me some help and that's kind of all it took I went to my GP the next day and I did something I thought I'd never do I told someone I didn't know what was going on inside my own head and after a little conversation about depression he asked me a question I can't believe I hadn't asked myself he said do you actually want to die or do you just not want to feel like this anymore I thought what an important distinction to make because when you're when you're in that fog you cannot you can't ask yourself questions like that my depression doesn't hit me like a sledgehammer out of nowhere I needed this it leave like with sudden relief like waking up from a nightmare it creeps in and then it creeps away again it's like taking a painkiller for a headache you don't know the instant your headache is gone you just realize it's been gone a while I realized I was feeling better when I was out walking the dog one day and I

realized I've walked the thing 12 miles and everything just everything I just and I was perfectly happy doing that and it just felt good you know and this sounds weird but everything looks normal again all the colors looked how they should because depression kind of lowers the saturation on everything for me and everything just looked good it just felt good there's like the part of my brain that conked out six months before had just spluttered back into life and all these my excitement and motivation and appreciation of beauty or this sort of thing had suddenly start to come back online and I was beginning to remember a feeling happy felt like I put it all down to the walk-in I put it well not all of it but I put it down to being outside and making that first step into talking home and I had an idea I went into town straightaway and I bought a map of Great Britain and I sat frantically circling all the all the parts of the country that I thought would inspire me to stay outside the hole you know then just to kind of keep

this good feeling going and and I thought in turn if I document that then I might inspire other people who've been through what I've been through to to get outside as well once I'd circled all the bits of Great Britain that I wanted to see I put a big line through them all when this route appeared in front of me I'm like yes I'm doing that I need to do that that was the easy bit obviously the hard bit wasn't getting myself match fit which was really hard you should have seen me it wasn't researching and sourcing the kit I needed it wasn't plotting my route to the end it was was telling people what I was good not so much what I was gonna do but why I was gonna do it because it meant coming clean finally all these feelings I've been so ashamed of for so long all this stuff that I fought compromised Who I am as a person I had to tell them all it was the worst thing I ever had to do and the best thing I ever did the response absolutely floored me and I couldn't believe the amount of people that were going through

the same kind of thing I was going through and all of a sudden I realized that this was important this is something I really really have to do the name I gave my 3,000 mile hike around Great Britain was

black dog walks six weeks later I stood at Brighton Pier and just started heading west all I had on me ironically were the things that I needed to survive in a week I'd reached Bournemouth in a month and a half I'd reached Lands End and at this point it was all about promoting exercise of being outdoors as a way of managing mental health and raising money for the Mental Health Foundation but by the time I got up to Wales I've been gone for so long the thing had turned from a challenge into a lifestyle where I found a way to live in the moment serendipity serendipitous encounters with strangers of being immersed in nature all the time and having the feeling like you're living completely in the moment is like gold dust to a depressive by the time I'd made it into North Wales climb Mount Snowdon and come back I was

getting messages from people all over the country and I couldn't believe how open people were being about their own experiences and how much this was connecting with people and I know it was something really really interesting a lot of people who got in touch with me hadn't actually told anyone else I was the first person they were telling and I was like no one no one else could understand and I remember having that feeling as well because everything in my life led me to my depression that awful feeling you know the situation's have been in the people in my life the decisions I've made everything had just reached that one moment I thought how the hell is anyone gonna understand that and ever and that was the thread that was running through all these conversations I was having with people they were like no one's gonna understand me cause I've been through this this this this and this and I realize it's not that's not what we should be talking about it's the feeling itself because depression is it huge like it's the

biggest most inclusive club in the world like anyone can join it's evolving all the time but the its biggest trick is convincing everyone who's part of that club that they're the only member isn't that clever and everyone thinks that their stuff is the worst and no one's ever had as bad as me and all the guilt that goes with that and everything but that's because we're talking about the wrong things we start talking about the feeling itself then people can get on board without people know what that's like and that's when things turn into a community last November I experienced the true nature of community when I did this got involved in a BBC documentary where I and nine other people with mental health problems decided to tell our stories to the nation and run the London Marathon together initially I thought it was just gonna be a you know something about mental health and endorphins and all the things I've been trying to sum up with in the walk but as it went on I realized that running was the backdrop and it was

more of the community and the achievement and all these things that running led to that were having a real positive impact on my mental health movement is the words my coach Chevy is that guy used it instead of exercise I think I still don't quite know his you know how his brain works and that's why I love it but he but movement sort of isn't just about exercise it's about moving forward it's

about progression it's about working on yourself physically and mentally and being there for other people but being in the documentary I mean I was communicating by you know doing the walk before through video blogging but I had the kind of safety net thereof of talking about it for you know talking into my phone on my own and having the luxury of being able to trim out some of the waffle that is some of the stuff that I thought wasn't necessary later on before I posted it as a video blog what my neighbor meritum told me to do or force me to do even was to put an unedited version of myself out

there and that's when I realized what a great leveller talking about your mental health openly is nobody's above anyone else in that conversation I think a lot of how we present ourselves is run by ego in the status and I think a lot of that it governs how you know the things that we do and what we say a discussion about mental health seems to suspend all that and it levels the playing field and that's great because it's a reminder that really we're all on the same team we all have mental health and the more we learn about each other's the more we learn about our own whether it was talking to one of the guys my coach you know Nick Knowles Prince Harry you know I don't if I've got a picture of Prince Harry actually oh yeah I totally do so when we announced it we were having our first child that's libelous that didn't happen I didn't impregnate Prince Harry on the set of my Nova marathon it's important that you know that but I love this picture because we do look like mates and if we look relaxed and that's

because I've had I've been lucky enough to have that we'll fight we bobbin in the background there we'd had this conversation this 15-minute 20 minute long conversation and I was asking him how he was doing he was asking me how I was doing it was real weed levelled it all out like and I didn't feel beneath him Prince Harry fell on top of him right that stops now that stops now and breaking down the invisible barriers that society creates for us barriers which make us question our place in the world it's just good for everybody talking about mental health is what's best for society because deep down everyone craves human connection the walk still going on I'm I came down from Inverness I've walked over 2,000 miles and after this I'll be heading back up there to to finish it up back to John O'Groats and then head back to Brighton and hopefully finished sometime this winter so I'm not gonna finish on that because it's not done yet I want to I want to finish on something that I have achieved and something I'm

proud of because I want to show that in the face of depression people can achieve big things and that's a powerful thing this is something I wrote the day after I ran the London Marathon and a year after I lay in bed that day about to kill myself as I approached the marker at Mar 26 my body begins to feel heavy it feels like with every step that I take another layer of clothing goes on by the time me and poppy marched past the houses of parliament I feel like I'm wearing a suit of armor and then we run the last point two miles is harder than the 26 before it it's almost impossible eight hundred

meters to go six hundred meters to go four hundred I feel like I'm running through water 200 the crowds cheer snaps me back into reality and I realized what happening where I am and what I'm about to do I reach out and I grab Papa's hand and do my best to hold it up what I'm so weak I could barely lift my own arm i feet pound the road in unison both knees strapped up as we finally crossed the line in 5 hours and 52 minutes and as my

pace drops and I begin to walk I feel strangely calm I glide over to the people that have been there with me over the last six months as I watch them cry and hug and congratulate I take a step back and I make a promise to myself that whenever I feel worthless whenever I feel worthless whenever I feel alone and ashamed of the feelings I'm feeling I'll play this moment over and over again in my head until it goes away because the feeling I have right now I don't want to die I want to live forever thank you

Sustaining Happiness Through Mindful Living _ Ba

good evening what I like to do is have a start off taking a couple deep breaths together ready inhale hold and exhale inhale hold and exhale it's a great way to prepare for any important meeting activity or event actually should relax you and get you more focused and it's certainly going to help me in this presentation so how am I doing so far you like me what category would you put me in friend foe neutral or possible mate now before you while you're pondering that I should say because I have trouble with it sometimes uh I'm off the market Market okay I'm not available so if you had that uptake on me ladies or gentlemen uh sorry about that the reason I ask that question is

because we make value judgments about people we don't even know in the first few seconds we see them we all do it we do it subconsciously we're wired that way we're actually looking for threats our ancestors many years ago weren't just looking for the saber 2 Tigers they were worried about who they encountered and whether they would be friender foe that's how they survived and we carry that with us today Joseph Leo from New York University says that we're not there's no evidence that our brains are hardwired for fear what he does say is that we have the circuitry that allows us to detect and respond in pre-programmed ways that's modifiable so what I'd like to talk about tonight is mindfulness and meditation so that you can better modify and regulate your pre-programs to deal with this Global Digital World in which we find

ourselves the um the benefit of that is when you get a bad email you don't have the same reaction as if you saw a saber 2 tiger and it's bigger than that it's not just for those events like that but it's for devastating events in your lifetime how do you go about and make sure that you can manage those properly for me I had a divorce and what I found is through mindfulness and meditation I was better able to make better choices make better decisions and found a way to happiness and peacefulness

faster than I would have otherwise and that's what we're going to talk about tonight I've been a student of this for some number of years now and I became very annoying to my friends as because once I learned this I kept telling them that all the time and I decided that wasn't the right for them so I'm glad I have an opportunity to speak with you tonight about it the best way to understand mindfulness is to understand the

circuitry of the brain there's three parts the first part is the brain stem it's the oldest part it's referred to as Reptilian Brain 400 million years ago it does basic things it regulates the body and it also allows or initiates the fight flight and fear of freeze response that you see in rep reptiles the next area is Limbic system found in mammals referenced many times as the emotional part of the brain this is the part that records every memory of behavior that that created both bad and good experiences in your lifetime it generates our emotions these two together the brain stem and the limbic system our what causes many of our automatic behaviors and impulses that come from trained Instinct trained reactions and instincts from that area of the brain the prefrontal cortex is the most evolved it's that's most evolved in in humans and it's the executive function of the brain and what it does is have the ability to pause before we take

impulsive behavior or actions it has the ability to to calm and regulate the limbic and brain stem areas of the brain so you're driving your car and you're supposed to be merging and the guy or gal Cuts in front of you and if you engage your prefrontal cortex you rationalize yourself oh he must be in such a big hurry that he cut me off you don't do anything if you don't engage your prefrontal cortex you honk your horn you get all worked up you flip off and maybe even go into road rage to to be determined so mindfulness awareness practices according to Daniel seagull is the ability to create a state of activation that allows you to harness the power of the prefrontal cortex in that moment and so that's very important to be able to do that it's able to help you better manage your thoughts and your emotions through meditation practices if you look at long-term meditators what you find out is they have less emotional

reactivity than the rest of us they don't get worked up like we do the uh brain stem and limbic system and prefrontal cortex is what're we're going to be talking about tonight and we're going to try to deal with what you'll find is that the once you learn how to use these things that you're better able to be reflective versus reflexive you can take stock in the situation and do the right thing as opposed to just not our best leaders around the world are people who have this skill some people call it emotional intelligence but it's ability to manage these things allows you to lead people allows you to deal with difficult situations difficult conversations I think that today we find that we need to employ these things even more so than before because of the world in which we live in does this look familiar to anybody anybody here in school just got past midterms whether you're a parent whether you're a worker whether you're a student

the days have gotten longer and more intense we get more email more notifications Alerts messages Facebook Twitter Snapchat post than ever before if you want you can operate 24x7 365 unfortunately many people do and worse are the people that expect you to behave that way 60 Minutes had a series on it saying that in fact that the smartphone and the applications like Facebook have become addictive and you see people using them all the time I'm sure you can relate to that you can see people walking down the street and almost hitting stop sign street signs because they're focused on their phone I almost did it this this week unfortunately and I'm supposed to be mindful Now worse is the fact we also in addition to those externalities we have the all this goes on in our lives in general we have the fact that you didn't get the fraternity or sority that you wanted to get into get that job break up with a a girlfriend or boyfriend I mean it's

tough being human it's very tough being human and I like to oops I like to describe it as that our lives are a continuous successions of ups and downs twists and turns of agreeable and disagreeable situations the US Army war college has a term they call vuka volatile uncertain complex and ambiguous they describe it for wartime situations because you don't know what's going to happen next that's what our lives are like 2017 is a pretty good example of that and I'm not talking about the Cubs winning the World Series so the problem is that we think the world revolves around us we think the road should be straight and flat we think it should be simple simple certain predictable that's hey I'm the star of the movie here right that's the problem because we want everything to go the way we want when the world is a windy road we get stressed out is what causes our stress not having things work

out the way we expected them to work out so what happens when that happens is two things first if you look at the on a macro basis Harris International did a study and showed that we lose about \$300 billion a year and lost productivity because work-related stress on an individual basis Matthew Killingsworth did a study with happiness.com where he tracks your happiness found out that 47% of the time you are either distracted or your mind is wandering because of issues going on in your life 47% of the time you also found that when your mind wanders it's typically negative that you're not very happy when your mind wanders because it's about some other issue now I take exception to that because I when I was in business school one of the professors was noticing that one of the students happens to be the the prettiest students in the our class was not in the lecture at all and he for whatever reason decided to say so what are you thinking

about you're clearly not listening to my lecture she said well I'm having a sexual fantasy in the middle of the class that was the end of that class we couldn't even get back to class because it that was it he had to blow the class so this is a this is a problem now Matthew Killingsworth would tell you that mind wandering is a cause not a consequence of unhappiness and then I think that's what we're

going to address tonight is that we have to deal with is unhappiness because being unhappy is really detrimental to your success and well-being there have been over 200 studies of 275,000 people that shows that being happy improves every domain of your life marriages your work your health your relationships you know it's it's a case where we all have a Pursuit of Happiness and we and we're actually happy people by default from is all the stress we bring in our life makes us

unhappy and that's what we're trying to trying to deal with um and then there's the other you know point which is how many people like to be around and work with unhappy people any anybody no so we want there's a there's a desire to be happy and and what I'm going to propose tonight is one way to do that this is my definition of mindfulness paying attention in the moment in an open accepting way to what you're experiencing paying attention the moment in an open accepting way to what you're experiencing let's break that down a little bit paying attention the moment eard totally wrote a book called The Power of Now it's a groundbreaking book at his time and what he talked about was the fact that you never experience think do feel anything outside the present moment and you never will our lives are based on the present moment so our focus should be on making the present moment the best we

can now the problem we have is we have this thing called the monkey mind or chatter that comes in our brain from that lyic system that remembers everything that ever happened that was bad to you is like T that part of the memory is it's like velcro for bad things and Teflon for good things it remembers every single bad thing that ever happened to you and it's bringing this forth so it's it's bringing out guilt resentment bitterness sadness all these things that cause you to get out of the present moment that mind wandering what you've got to realize is you got to let it go you can't those events are done there's nothing you can you can learn about them but now they're done you should have learned and now you got to be in the Pres you can't take away from the present and you see this a lot of times uh with sports psychologists they say to the the players the football players who missed the catch they say forget you miss the catch next play it's

always next play or the guy who gets his car stuck in the mud and he beats himself up I'm an idiot I get my car stuck in the mud again I always do this as opposed to saying hey I got my car stuck in mud what am I going to do now to get my car stuck out of mud dwell in in the past doesn't help it just it takes you away from the present so your focus should be on the present the same is true of the future anxiety tension unease and fear they're all there if you want them to be and they will be thing is they're the F they're the future and they take you away from the present we try to predict the future and we never do a very good job of it it's always worse than what we think it is um I remember my son got a bad grading in one of his in one of his classes I thought he was going to get a bad grade for the for the class I thought his GPA was going to go down I thought he wouldn't get into a good college I thought he'd get depressed and then he'd be homeless right that's what our mind

does

that's what our mind does so we've got a you know basically the future will get here and when it does get here it's what our actions and and attitude are at that moment in time that matters that's where your focus should be so now we know we don't be in the past we don't want to be in the future want to be in the present but now we're in the present so now we need what we need the right mindset we need a positive mindset and in my definition of mindfulness we want to be open accepting and learning we want to be curious we want to be growing we want to make the present the best it can be by having a good attitude as opposed to having a negative mindset negative mindset which is could be judging comparing controlling all the negative things that come in and the the the problem is that you know we compare all the time it's what we do it's part of our egoic mind is always comparing and I can tell you that if you

compare against better people than yourselves you're going to be unhappy I can tell you if you compare yourself with lesser for people you'll be you will be happy so if you're going to compare at least compare with lesser uh people but I'm not suggesting you compare in the first place and I think the problem we have today in our society is that it's much more easy to compare because of social media everybody's posting this and that and you get to see everything everybody's doing everywhere so Barbara Khan at the University of Pennsylvania has been studying this foma fear of missing out for the parents that don't know what foam is um and she's she's done studies to show that basically this is making you unhappy she gives the example of a person who gets to go to this exotic wedding and having a great time at the wedding it's there a really I mean unusual and different wedding he goes

back gets on a computer finds out that all our friends at the beach is that weekend and she's missing out she's thinking she's not going to going to be part of that experience that that group creates and she'll be missing out so what does that do it dulls her experience at the wedding now if you asked her to do it all again what would she do she'd still go to the wedding but what she's done is she's taken herself out of the present not enjoying something that's remarkable because of that comparison so that's what you have to watch out for likewise we judge all the time we think we know what's what's the best thing for us the problem is we don't always know what the best thing is for us so take the boy in the neighborhood who gets a horse and everybody says what a lucky boy next day he falls off the horse breaks his leg what an unlucky Boy Next Day War breaks out all

able-bodied boys go to war he stays home what a lucky boy we don't know what's good or bad for us we think we do you connect the dots later in life there may be a silver lining if you make it and no matter what happens to you so if you get worked up about something that's not what you want keep this in mind so here's my mental framework that I'm suggesting that you try to use it's called in

getting in the zone so it's kind of a summary what I've been talking about out you want to be in the present not the past or the future you want to have a positive mindset not a negative mindset and that's where you want to operate now you say well Barry you just told me that 47% of the time my mind's wondering how am I supposed to do this how am I supposed to stay in the present my mind keeps going the future and the past Ah that's where meditation comes in meditation is the concept of being able to actually train your brain to be able to stay in the present there are many forms of presentation but the one

we're going to talk about tonight actually deals with concentration and how to keep your mind in the present moment so what we're going to do is we're all going to do this we're going to um focus on our breathing we're going to do a little meditation we're to focus on our breathing and what's going to happen is your mind's going to wander that's what happens so our M wander and then we'll notice its wandering and then we'll bring our attention back to our breathing and the circle the cycle will continue by practicing this daily you can develop the neuros circuitry in your brain to have better concentration and I can tell you I really wish I knew about this when I was younger because I would have been a much better student a much better person in life because it's all this other stuff that gets in our head that causes us to have the problems we have so this technique is one that you can do and we're going to do it now okay so if you

would get your feet flat on the floor you can either close your eyes or you can lower your head looking down at the floor and again we'll start off with a couple deep breaths you would inhale in hold and exhale inhale hold and exhale now what I want you to do is just breathe normally feel yourself relaxed in your chair soften your knees your stomach your shoulders your jaw the muscles of your face and now just focus on your breathing notice when your in breath begins when you hold it when it ends and find that place in your body where it's the easiest place to notice your breathing is that your nostrils your chest your stomach okay you get the idea that's all it takes the more you do that the more you bring your your mind being able to bring it back to your breathing you'll

develop the circuit in your brain to know oh my mind wandered to the present or the future I need to bring it back to the present so let me finish with the following this is life it's a continuous succession of ups and downs twists and turns of agreeable and disagreeable situations in your life accept that that's what it is accept it's not a straight road except that you are not the star of the movie there are all these other people people in the world that actually have other things they want to do too try to be stay in the present moment when these things happen take a couple deep breaths when something happens to you I strongly suggest that's what you do try to understand how to be present so you can best decide what to do and how to behave if you do that I think you'll find a path to peacefulness and happiness thank you very much for your time

The Coming Out Beauty _ _419 sq ft_ _ Muslim Sah I still remember the first time I came out it was a coffee shop in cotton it's not there anymore but if you ask the silent shop houses they will tell you that they are angry that the city choose to bulldoze over every part of their childhood if you ask me it's not really a big deal just like the wind it comes and goes the old being blown baby by what's new so while a sense of innocent coffee still lingered in the air I say to my friend me I'm beautiful she said to me you know most I've met many beautiful people and I had many beautiful friends it's not really a big deal from that day on I was out and proud shouting from the rooftops that I

after coming out to about ten people I realized what everybody needed to know that I'm beautiful only those that I care about so I decided to tell my mother it was one of those scenes the sofa was patient the TV was cracking jokes the picture frames things I'm mad

while the stale coffee featured me on the summer bees give a heart no the houseplants tried to mediate the room and in that moment I said to my mother it will I am beautiful at first she thought I was fooling around then she realized I wasn't fooling around the thing with Abrahamic religions is they like to use fear to control us sometimes I wish I could just start my own mega mosque like those mega churches you know with a megamouth I can spread my beautiful message and maybe make tons of money at the same time and with a mega mosque you can have all guys and it's not really a big deal I'm always grateful for a silent generation they have paved the way for us nowadays youngsters come on in their teens there are still some late bloomers and there will be some they will never come up to themselves they were never come to realize their true beauty that's why it's up to us to keep the torch going to make everybody realize that they are beautiful okay I need everyone to say it with me and a comma tree say I am

beautiful okay everyone one two three I know it sounds a little silly but it's really not a big deal okay let's try it one more time one two three awesome louder this time one two three see it's not really a big deal you know what's a big deal it's when you look into the mirror and see every single fine line on your face and you realize the birds will sing again thank you the piece that I just performed for you is called the coming out beauty I'm gonna perform for you one more piece it's called 419 square feet I wrote this piece for a very good friend of mine when he and his partner got an apartment together it's a very big milestone for people from my community to find love to build a home it's a very big milestone they said we are only allowed to build a home in this shoebox apartment reminding us that the world it's not ready to play so we crayon our stories on white walls substitute sesame oil for olive watch one bats and owls somersaults into Serangoon river cuddle

in bed until a monsoon blows over we are the unseen children the forget-me-nots trying to assemble jigsaw pieces on this tiny rosewood floor thank you

Why Self Care isn't Selfish _ Jessica Brubaker _ you

raise your hand if you've ever compared yourself to another person

okay now raise your hand if you've ever decided as a result of that comparison that they work better than you or you were less than whoever you are comparing yourself to okay now raise your hand if you have ever either as a result of the comparison or just in general said something to yourself like you're so stupid you're such an idiot you're broken you're just ineffective you're worthless you're just not good enough I ask I'd like you to take a journey with me back to the early nineties all right I should probably be honest it's actually the eighties I would like to introduce you to my 4 year old self this is Jessica she was fearless she was full of sass she loved Rainbow Brite and can you

butter jelly sandwiches cut diagonally of course her preschool teacher used to say that she was a social butterfly and after I spent a decade of the classroom teacher I now know that that means she talked way too much but not one person in her life ever said to her you're so stupid you're such an idiot you're broken or defective or worthless you're just not good enough yet somehow as I made my way out of childhood through adolescence into adulthood those are the things that I would say to myself those are the tracks that ran through my mind over and over and over again at every turn of life she would were young other people are in charge of our care parent is biological or otherwise grandparents aunts uncles babysitter's teachers and I subscribe the idea that they have three jobs they are supposed to affirm us so we believe we're good enough they're supposed to be a demerol physically and emotionally and they're supposed to set boundaries for us so that we can be safe and in this world as a child were relying on

other people for our care and then something happens we grow up and we become responsible for our own affirming words with us meeting our own needs and evaluating the risks of any given situation when you're young your caregivers are the ones who chew on your first are getting even though you're in their own way they are the wisest who made sure you are always wearing pants in public because that is what it's socially acceptable they talked you down and she thought that was a monster in your closet they said no you may not walk to your best friend's house even though it's just around the corner we're relying on that as our care and it all changes when we hit adulthood because Adamek don't if you're not wearing pants a public the only person responsible for that is you when childhood ends and the adolescent stage begins it's developmentally appropriate to separate from your family and connect with your peers and when

that happens we spend a lot of time comparing ourselves to other people because we're trying to figure out when we fit we're separating from our family of origin and we're looking for our family of choice we're searching for a tribe it's also in the process of growing up that we develop a core

beliefs about ourselves and unfortunately because of all of the comparing oftentimes those beliefs reflect the idea and we're not as valuable as other people sometimes those beliefs happen in a state with a single experience and sometimes it doesn't resolve a more intense or it is like a tumultuous relationship trauma or abuse for me a really scary medical situation was one of those circumstances spinal fluid built up in my brain because my body stopped absorbing it and it caused irreparable damage that I still keep time with today and although my condition is results now for the most part the idea that my body had turned against me and that there was something wrong with me it took up

residence in my mind for a really long time and injuring some other not so nice thoughts that were already there because my opinion of myself it was also shaped in fifth grade when I got made fun of ever I threw up in front of the entire class and seventh grade when I got threatened by a bully over a common I didn't even think and in high school when I got left at the prom and when I got fired from my first job and when I made JV when most of my friends made varsity and when I stood next to my peers in the locker room while they compared who had a bigger gap between their size and your girl over here didn't have one at all and even into adulthood when the parent of a student that I had caught cheating yelled at me that their child would not have had to cheat if I had just been a better teacher our release about ourselves are a combination of all of our experiences regardless of the intensity whether we are talking about being teased then as a relationships feeling shameful or

experiencing a trauma and when you're grown it's your job to take care of yourself regardless of the circumstances that you face or have faced in the past self-care it's not a new concept it's kind of a buzzword in the media people talk about it all the time they say things like well you know you can't pour from an empty cup they reference the flight attendants speech and they say don't forget to put the oxygen mask on yourself before you help other people and I'm a therapist now so I talk about it all the time but when I ask people what do you do for self-care or how do you take care of yourself the answers I get are usually pretty vague I mean I go to gym I can't pedicure if I have time I guess I like to read but most often I cannot waste air because beyond those things that we do for ourselves occasionally most of us aren't really all that good at taking care of ourselves on a day and what's more we often believe that we're not worth our own time and energy we often believe that other people's

needs are more important than ours and if you're choosing other people over ourselves all the time in big and small ways and sometimes without really noticing it have you ever done something that you didn't actually want to do because someone you cared about asked you - have you ever eaten something that you didn't want to eat because somebody you cared about said I made this for you have you ever exited a public restroom saw a person standing there waiting for it and apologized to them and I've never get to use the restrooms more foreigners sorry about that bodily function I can find a self-care as being in a healthy and functional relationship with yourself or maybe just trying to

be in a healthy functional relationship with yourself and if we go back to those things that our caregivers were supposed to do for us when we were young we affirm we nurture we set boundaries it's just that you're doing it with yourself if I were to ask you how do you take care of your relationships with your best friend do you only tell me what we

play the same fantasy so call me or if you're here to get the flower on our toe or is this something like you know what I always try to answer the phone when they call or I would draw anything if they needed me if I were to ask you how do you nurture your relationship with your partner do you only tell me we go to the gym together or is it more like I support them in their goals or I encourage them to be the best version of themselves every day most of us are doing a pretty good job of making sure that the people in our lives know that they matter to us in self-care it's not about neglecting those relationships it's just about not I've left you in the relationship that we have with ourselves because in our relationships with our friends and family and romantic partners there's two people responsible for that but in your relationship with yourself there's only one and it's you think about your best friend would you ever talk to them the same way that you talk to yourself what about your partner would you ever treat them

the same way that you treat yourself consider your four year old self how would you like that to be affirmed nurtured and protected why do you think people took care of me when I was young is it because I was so cute I mean it was but that's not the answer it was because they died I was found a ball it's because they thought I deserved to be affirmed nurtured and safe and because I didn't have any reason to believe otherwise I went on about my day enjoying the peanut butter and jelly sassing everybody and being a social butterfly it didn't even cross my mind Gigi Sarah thought I was anything less than palpable it also did it crossed my mind to consider that anyone was better than me and I was right because I will tell you as humans its inherent and as you grow that never changes every single person in this room is just as valuable as you were when you were four years old and when we choose to pursue a healthy and functional relationship with ourselves

that's the message that we send when you choose to intentionally affirm intentionally meet your needs and intentionally set boundaries so that you can be protected you're saying that Jessica heard without amazed you have your valuable you argue enough just because you exist you deserve forgiveness if you've made a mistake you deserve support when you're reaching towards a goal you deserve to the same No if you need to you deserve a second chance and a third chance infinity chance and you know what you also deserve a manager so go make an opinion thank you you