**Episode #18**

**Speaker 1** [00:00:01] Welcome to the Cabrera Lab Podcast.

**Speaker 2** [00:00:07] How are ya?

**Speaker 1** [00:00:08] Have a good

**Speaker 2** [00:00:09] You feeling good?

**Speaker 1** [00:00:09] I'm feeling great. Nice.

**Speaker 2** [00:00:12] I'm feeling awesome. Nice. Interesting. I was thinking about relationships and marriage, mostly because we have a lot of friends we've been talking about. People always ask us, how do we get along so well? Because we're together all the time. We work together all of the time, and then they start talking about their marriage, and then we just sort of start talking about relationships. And one of the things that's really interesting to me is this idea of Obviously, communication is important, but also equally important is trying to not be in a blame-based space, a space where we're always one person's at fault or one the other. And then you were talking about, what did you call it? It reminded me of Sesame Street. You called it something. Oh, relationships brought to you by.

**Speaker 1** [00:01:07] Number three

**Speaker 2** [00:01:08] the number three. I think we should share that with the world.

**Speaker 1** [00:01:11] Yeah. So, well, so there's a couple of, I mean, you hit on a bunch of things. So I always do. The first thing is I think a lot of times people think about communication as being talking. Right. Right. Like we communicate, we're talking, we think of listening as like hearing things, right? And I think we have to think totally differently about that. We have to thinking about communication as co-mune. Occasion right like we're the purpose the goal is to commune and What are we communing around? Well, we're communing a round a shared understanding of things, right? So we're communing around a shared mental model, right and And that's really the goal of communication It's not I talk and you listen and you talk and I listen and then we're done The goal is to actually come to some shared understanding of something.

**Speaker 2** [00:02:14] So the co-part is the most important.

**Speaker 1** [00:02:16] Yeah, the co is really important and the coming to the co is the two and the mune is the I think this I don't know if it's in Latin or whatever but you know the co, there's two.

**Speaker 3** [00:02:27] Yeah.

**Speaker 1** [00:02:27] And the mune is the two of the coming together, right? So it's two coming together. Well, you're not just coming together in a physical space or a relational space, but you're coming together really the essence of it is you're come together on a mutual, mu, same thing, mu, right, a mutual understanding of things, which is a shared mental model. And so, you know, that's the first part, communication. isn't talking and listening. And listening, by the way, isn't hearing. Listening is like really listening with your whole person.

**Speaker 2** [00:03:04] Yeah, we've said before to the kids and things that listening happens in your head, your heart, and in your ears.

**Speaker 1** [00:03:10] Your whole body, you're paying attention to body language. And listening isn't just listening to what that words that are coming out of their mouth, it's listening to the words, their actions, their body language that you know, you you're really trying to pick up on on everything. And as a, you know as a neurodiverse person, you notice a lot of things because you don't have a filter, right? So you pick up You're not filtering a lot of that. So a lot folks are saying, oh, I'm saying X, Y, Z. And you're like, yeah, that's what you're saying, but what you are doing is this and that and the other thing. And so I'm listening to all of that

**Speaker 2** [00:03:47] You're taking all in, you're taking everything in at once. That's part of the difference between.

**Speaker 1** [00:03:51] A lot of neurodiverse people are taking in more information. The reason they're taking it in is because their executive function isn't filtering as much as neurotypical people, right? So they're just not as good of a filter. Or you could say they're experiencing more, right. You could say it either way.

**Speaker 2** [00:04:12] Well, another way to think about it is, as a neurotypical person, I have a lot of control over what I hear, what I focus on, what look at. I'm not easily distracted. I can zero in to what I care about. I have control over that.

**Speaker 1** [00:04:27] Whereas the ND person doesn't necessarily have as much control over what is getting their attention, what's taking their attention. What they're filtering, what they're not filtering, all that kind of stuff.

**Speaker 2** [00:04:38] So that would make for some tricky conversations.

**Speaker 1** [00:04:41] the so remember in sesame street there was one of my favorite things of sesame street was that around still

**Speaker 2** [00:04:50] It is one of the longest running times.

**Speaker 1** [00:04:51] I mean, that was like the show when we were kids.

**Speaker 2** [00:04:54] That's still the best.

**Speaker 1** [00:04:55] So, but anyway, Sesame Street had this thing, I always thought it was cool, because it said like, you're, this broadcast has been brought to you by the number, you know, the letter A, or something like that, and then they talk about A, and you know and you'd learn, right? So it was almost like an advertisement, except it was like, you don't know all the-

**Speaker 2** [00:05:15] I understand you should get the outfit. My favorite was Jay. And then they had a little song, Jay Jill jumping in her jeans, even Jelly Bean was the best. So I always loved it when it was Jay because I loved the little song and the puppet that did it. This is true story from my childhood. Even though Jay's not my favorite letter. Not that you should have a favorite letter. No. Anyway, back to yours. Me being neurotypical just completely distracted us. Okay, Go ahead.

**Speaker 1** [00:05:41] So what I talk about a lot is the idea that we need to have relationships, like human relationships, in this case, that are brought to you by the number two, that are sponsored by the numbers two, and then there are relationships that are brought to by the three, and we want to have our relationships brought to the number three, not by the two. And so what does that mean, right?

**Speaker 2** [00:06:07] It's confusing because there's two people.

**Speaker 1** [00:06:09] There's two people, so why wouldn't you want to, you know, am I suggesting that you have like a threesome or something? No, that's not like the idea.

**Speaker 2** [00:06:16] I don't think that.

**Speaker 1** [00:06:19] Who's that?

**Speaker 2** [00:06:19] I'm a third person.

**Speaker 1** [00:06:20] A third person or whatever it is, that's different, sorry. So if you have a relationship brought to you by the number two, which a lot of people do, a lot people do and it's the crux of relationships that are somewhat dysfunctional. And that is that, imagine if you only have, let's go to the blocks, if you only have two people. Right. And something happens in the relationship, let's say, some, some let's call it a negative thing or a bad thing, something we're not happy about happens in the relationship. Then the blame for that thing, whatever that thing is, it could be that you're upset about, you know, you didn't close the door, you bought a freezer, right? You're still mad about the freezer. So the blame for that can go. How many places?

**Speaker 4** [00:07:19] Yeah. One or the other.

**Speaker 1** [00:07:20] One or the other. And if you're this person, then you're kind of incentivized or biased to have it go here. Yes. And if your this person you're kinda incentivized or biased to have to go there. Right. In a relationship sponsored by the number two, you really don't have a lot of choices of where you're gonna put the blame of things.

**Speaker 2** [00:07:43] Which pits you against each other. Which pits YOU against?

**Speaker 1** [00:07:44] Which pits you against each other a lot. Automatically. The structure of the mental model that surrounds this relationship is flawed. Now a relationship that's sponsored by the number three has you and me and us, or the in between, the relationship itself is a third party that's separate from me and you. And there's an easy way to think of that, right? If you think about, you know, if I put sodium chloride or salt, right, and water. If I put salt and water together, no big deal. They go together quite well, right? But if I put like, I don't know, sodium chloride. You're a chemist now. Some other things.

**Speaker 2** [00:08:37] What about oil and water?

**Speaker 1** [00:08:38] Yeah, you could do oil or water, but if you put sodium chloride with hydrochloric acid, you're gonna get chlorine. You're gonna kind of get something volatile, chlorine gas.

**Speaker 2** [00:08:50] I feel like I'm with Walter White.

**Speaker 1** [00:08:52] I'm just so think about that for a second if you have water and salt they're both yeah fine but then all of a sudden you have salt and something else boom explosion you know bad stuff so so by definition what that tells you is that the dynamic is a thing I see right because if if salt can exist with can coexist perfectly fine with water without creating something. you know volatile yes then it's not the salt and it's not the water but now if i just exchange that out well people are kind of the same way like you could put bob with sally and they're doing great but then you put bob with you know ginger and bob and ginger are both going nuts on each other and then you put ginger with frank and ginger and frank are fine does that make sense What are you laughing at?

**Speaker 2** [00:09:48] Your names are funny.

**Speaker 1** [00:09:49] I don't know, I'm just thinking about it.

**Speaker 2** [00:09:50] There's always a Bob.

**Speaker 1** [00:09:51] So the point is the dynamic is its own box. And I actually used to do a lot of work with a lot over the years, I've done a lot of work people that are having difficult marriages and difficult time and stuff like that. And one of the things that I've done with them that works every time is because they'll come in and they'll just be fighting each other. I mean, just, it's a battle, it was a battle war roses kind of thing. And you go listen. You guys got some big issues that you got to work out. So let's choose something big like go down to your local appliance store and see if they have an extra refrigerator box.

**Speaker 2** [00:10:28] You mean like the big cardboard box that they deliver your fridge in.

**Speaker 1** [00:10:31] Yeah. Exactly.

**Speaker 2** [00:10:32] So it is literally the size of a river.

**Speaker 1** [00:10:33] The size of a refrigerator, because that's how big the relationship is. And we need to make this thing have a presence, right? But you could choose another box, it doesn't matter. But I would always say a refrigerator box. And I want you to put it for one week in your living room. Because otherwise you're not going to be sharing a living room if you don't do this.

**Speaker 2** [00:10:54] Right. And you do that so that it's a visual.

**Speaker 1** [00:10:56] So that there's a physical, because you're there and he's there, but the relationship is like, it's like in the ether. Yeah. So we need to bring the relationship to a physical tangible thing that you're gonna bump into, right? And then you can write your relationship on it, you can put things on, stickers, whatever to represent it. And then when you have an issue, take something and put it in the box.

**Speaker 4** [00:11:22] Interesting

**Speaker 1** [00:11:24] So say, you know, I have an issue with our relationship and here's my issue and the issue goes in the relationship box. That's automatically you're on different footing than if you go, I had an issue.

**Speaker 4** [00:11:40] Yeah, that doesn't go.

**Speaker 1** [00:11:41] that doesn't go well. And they're gonna be like, well, I got an issue. I got seven issues with you. Here's, here's all the issues I got with you let's talk about that. Right? Yeah. No, I've got an issues with the dynamic of our relationship. And I would like to help I would let the two of us to resolve that issue. Right. Does that make sense? Yes.

**Speaker 4** [00:12:00] It does.

**Speaker 1** [00:12:01] And that's a relationship brought to you by the number three, right, rather than a relationship where you remove this third thing and all you have left is two. So an issue has to go somewhere. And it's going to be that I have an issue with you and you have an issue with me. And then we're just like, you know, battling. Yeah. Yeah. So that this is a very simple starting point of how to have. more functional conversations and more functional kind of dynamics.

**Speaker 2** [00:12:33] Yeah, and I think I would like to pause for a minute because I think the insights from this are several. One is what you've done is you've taken something that's otherwise invisible but very powerful in a relationship, and you made it visible.

**Speaker 3** [00:12:49] Physically.

**Speaker 2** [00:12:50] Physical and visible, which means then you can't flip back into your habit of you versus me because that thing is there. And so then you're thinking differently. You're forced to think. I don't mean forced, but you're reminded to think differently about, well, there's this whole big thing that's influencing both of us and we can build and work on this. That's right. And I'm not fixing you and you're not fixing me, we're fixing us, which is totally different.

**Speaker 1** [00:13:19] And us is the problem. You're not the problem, I'm not the promise. The dynamic is what's going astray or going afield. And to the extent, you could get a shoe box. You could get one of these blocks, right? And you can put it on the kitchen counter. But the problem is, that's easy to ignore. If you really are having a big issue, get a big box and have it in your living room. It'll save your marriage, it'll save your relationship, whatever it is, boyfriend, girlfriend, whatever, your communication, yeah. Interesting. So that you have to sort of recognize it, make it tangible, make it visual, and make it a thing in your relationship and change your mental model from a relationship of two to a relationship three. Sponsored by the number three, not a relationship with three individuals, but a relationship that's that's the corporate sponsor of this relationship is the number three.

**Speaker 2** [00:14:20] Right. And so there's always that third entity in the middle.

**Speaker 1** [00:14:23] In Sesame Street terms, yeah.

**Speaker 2** [00:14:26] I mean, they always say that also about kids. Like every time you add another kid, you're not just adding another kid. You're adding a whole nother dynamic into the relationships because there's always a dynamic between the twos, right? Interesting. Very interesting. So you do the relationship to the number three, which means you see that it's a dynamic and you see that it is a shared responsibility to work on this middle. then how do you move that forward? Is it then once you've learned that? Yeah, once-

**Speaker 1** [00:15:00] Yeah, once once you've sort of set the baseline of something like that, which is kind of like here's the ground rules of how we're gonna how we're going to think about our relationship, then then I think the next step is understanding that both of these people have mental models. Yes. And remember, earlier, I was talking about the communication, the actual relationship is to commune around a sharing of a mental model that includes. aspects of both mental models, which means that, you know, a lot of what we do in these dynamics that are kind of dysfunctional, or caustic, or whatever, or even mildly, like, displeasent. You say something and then I'm going to lawyeristically argue with it. And then I say something, and you're going to lawyeristically and it's this ping pong lawyer match, right? It's like a court of law and what? Well, you're wrong because one of the one.

**Speaker 3** [00:15:58] It gets no fun.

**Speaker 1** [00:15:58] It gets nowhere. But if you sort of take a different idea, which is that this person has a mental model. Yeah. So, you know, we could say it's made up of these parts and these distinctions and these relationships from this perspective, right? Yeah. And this person has a different mental model, which has made up these parts in these relationships from this perspective, a slightly different perspective. and making different distinctions. And what we wanna do is kind of like see where, and we're like, oh, you know, we're kind of the same on these three things. So those three things are the same, but this person's adding this one and you're coming at it from two different perspectives. Okay, let's make a shared mental model that includes all the things that were in this one and all the and let's try to commune. literally communicate around that shared mental model of these, you know, you're coming from this perspective, I'm coming from this perspective. We see some things similarly, but we see we have some things that the other person doesn't recognize as being important and some things they do and blah blah blah. But we have now something approximating a shared mental mall. And that's what DSRP helps with is kind of getting into the nitty gritty of those models.

**Speaker 2** [00:17:18] Right, but what you also did is you took six things and you made it three.

**Speaker 1** [00:17:23] Yeah, because these three were shared by both sides. Well, that's what I'm saying.

**Speaker 2** [00:17:25] Well, that's what I'm saying is, in a nice way, you get to resolving the differences by isolating them and starting from where you have similarities or where you have agreement. So it's not head to head, we disagree on everything. If you're more nuanced and you think about how you're really thinking about something, you can say, oh, we actually have agreement and we can build from there and isolate the one or two things that are crux of a disagreement. and then nobody's right and nobody's wrong, it's just that you're different in how you're 13. You're different.

**Speaker 1** [00:17:59] you're different. And you're partially different because maybe you're looking at it from different perspectives, right? Right. And so then that gives me the opportunity to say, well, if I was looking, if I was highlighting or if this perspective was the most important perspective, to me, I would probably see it just like you do. But I kind of highlight another perspective as being more relevant or more important to me. So I can see now why I see it differently than you do and why you see it differently. But if I was standing in your shoes, I'd see it the way you're seeing it. And then we can see like, oh, actually, I disagree with you on the perspective you're taking, but I don't disagree with what you see when you take that perspective. For example, or you might just Fundamentally disagree there might be nothing you know this person might take this perspective and have these four things and this person's taking this perspective, and sees these three things and there's just nothing similar about them. And that's okay too.

**Speaker 2** [00:19:02] Well, that's OK, too, because if you understand, if you validate, oh, well, you see this from your perspective, I see this from mine, that also diffuses the conflict.

**Speaker 1** [00:19:13] And you can have a shared mental model, which is, okay, let's look at seven things from two perspectives. And that's the mental model. That's the shared mental model.

**Speaker 2** [00:19:20] So perspective is clearly a big part of it.

**Speaker 1** [00:19:23] It is, but it's not, you know, per the thing about perspectives and understanding DSRP and its nuances is when we change perspective, we change the distinctions that we're making. We change the distinctions we're highlighting and the distincions that we are low lighting. When we change perspectives, we changed which relationships we see. When we change perspectives we change which parts we decide to highlight and which parts we decide the low light of the situation. A shift in perspective is really a shift in all the distinctions, the systems, the relationships. That's what a shift and perspective is. It's not just I'm looking at it from a different vantage point. I'm seeing different stuff. I'm making different distinctions that you're not making. I'm look at these parts, not those parts. I'm seeing these relationships, not those relationships.

**Speaker 2** [00:20:19] Yes, and you did something important there, where you pushed those, these seven together. Yeah. Because there are a lot of times when I think people say, oh, well, that's just how you see it. And that's Just how I see it, we're just going to agree to disagree. Yeah. But there are A lot of Times in life when you can't agree to disagree, you actually have to come to a decision together about something that matters.

**Speaker 1** [00:20:40] Yeah, you've got to raise your kids together, you got to, you know. So then you said... Yeah, absolutely.

**Speaker 2** [00:20:44] Then you have to figure out, can we make a decision and move forward on this mental model that has all seven things?

**Speaker 1** [00:20:50] Seven things in two perspectives, yeah.

**Speaker 2** [00:20:52] Yeah. Or do we need to do the work to talk it through and reduce it to something that's more common or valuable to us or I don't know.

**Speaker 1** [00:21:01] Yeah, because this could this could get, you know, quite a bit more complex, there could be something what we call a zero sum problem, right? Which is this thing and this thing are just like fundamentally incompatible with each other, right. And so, you know, something you believe, or I think is important, and something I believe and think is important, is incompatable, right, they can't go together. Sometimes that's the case. It's not always the case, it's, it'S much less the case than we think it is, right because we're so by valent in our thinking we often think that's the case when it's not right but um but there are cases where where you have these two things that just sort of fundamentally conflict right and then you're going to have to do the work to sort of say okay well maybe this time we're going to go with you yeah and next time we'll go with me and you know we're you know

**Speaker 2** [00:21:54] Or you do the hard work to find them in the ground.

**Speaker 1** [00:21:55] Or you do a hard work to find the middle.

**Speaker 2** [00:21:57] where it's like everybody's a little uncomfortable and everybody's is a little comfortable. So we each sacrifice a little bit to get to something that we can both live with. That's compromise.

**Speaker 3** [00:22:06] Compromise

**Speaker 2** [00:22:06] That's a compromise where like we both equally uncomfortable and comfortable at the same time.

**Speaker 1** [00:22:12] It's kind of like a lose-lose in a way.

**Speaker 2** [00:22:15] That's the President's perspective.

**Speaker 1** [00:22:17] It did, exactly.

**Speaker 2** [00:22:18] It could be a win-win because there's a little bit of comfort in there.

**Speaker 1** [00:22:20] Yeah, exactly.

**Speaker 2** [00:22:21] I don't know. Interesting. All right. So.

**Speaker 1** [00:22:26] So the first thing is get your relationship sponsored by the number three, make that third party really tangible and visible. The next thing is really understand that communication in a relationship is about communing around what? Around mental models, right? I mean, the issue that you're having, like if you have kids, let's say, because kids, you know, kids, finances, those are the things that cause, you know, politics, kids finances, you know, those tend to be things that caused conflict because you have different views on things that are important to you. Yeah. If you have a conflict where you're like, I think we should take little Jimmy and do this with them and you think we should take Little Jimmy and do that with them, the kids are always Jimmy, right? And that's what's causing the conflict. Realize that The conflict is a difference in mental models. Your mental model of what to do with Jimmy in order to accomplish goal X is different than my mental model of what do with with Jimmy in order to accomplish Goal X. Yes. And so what we're navigating is the differences in our mental models

**Speaker 2** [00:23:44] Yes, and just pause there, put your hands back up. So the thing that's great about that is then the conversation is about our mental models and not each other, which is what you were saying here. Then that helps you move out of the blame game. Because it's not you or me. It's, oh, your mental model and mine. So you put your mental out on the table, figuratively, or literally, I guess. And then the conversations about how you're thinking about it, not who you are and the kind of person.

**Speaker 1** [00:24:13] Absolutely. And we've actually seen this in our research. I'm glad you brought that up, because we've actually seen these in highly conflictual situations. And that's why we created these blocks, is when we say, hey, look, you come to this meeting, we know that there's some conflict between you. Why don't you put your issues on the table? Right. You know, dry erase on the block what your issues are, my issues, you know. He makes noise when he chews or whatever, you know. whatever it is. So I have these issues in front of me and you have your issues in front of you. And what we've seen over and over and over again is when people actually have physical things representing their issues on the table, They're much more prone to listen and because If I know that this is on the table, nobody can kind of like sleight of hand, take that off the table without everybody noticing, right? Whereas if I am holding onto them in my head, I've got to be the person who's in charge of making sure that they get represented. But when they're on the the table they're literally on the tables.

**Speaker 2** [00:25:23] Well, sometimes I sit there and I'm like, don't forget.

**Speaker 1** [00:25:26] Don't forget, don't forget.

**Speaker 2** [00:25:28] What you want to say and I can't hear you because I gotta wait so I can say this Yeah, so then I I have it and I actually remember more because it's got a thing associated with it

**Speaker 1** [00:25:37] And if we have these four things literally on the table, then for all intents and purposes, there's our agenda, right? This is our agenda. We're going to talk about these four.

**Speaker 2** [00:25:46] And you can't ignore one because there's four. because there's four.

**Speaker 1** [00:25:48] Because it's a block. You can't do this.

**Speaker 2** [00:25:49] You can't do three because there's four. You can gloss over mine and I can't gloss over yours.

**Speaker 1** [00:25:54] The second thing that we've noticed happening when people kind of make their mental models more tangible, more physical, more visual, is like with things like blocks or the cards that we have. The whiteboard cards. Whiteboard cards, these are all dry erasable. because these blocks are literally separate from me, physically separate from, I take things less personally. Yes. Right? Because when you're talking about this issue, you're not talking directly about me. Like this thing is not the same as me. Right. Right? Whereas when the issues are being held by me and I'm the master of those issues and I am responsible and accountable for getting those issues out.

**Speaker 2** [00:26:38] and it feels perfect.

**Speaker 1** [00:26:39] It feels pretty personal when you're talking about those issues and I'm holding them tightly. But when they're out on the table, it's kind of like, oh, she's talking about this. She's not talking about me. She's talking about this

**Speaker 2** [00:26:50] Right, but it also allows me to speak to this, not you.

**Speaker 1** [00:26:54] Yes.

**Speaker 2** [00:26:55] And it allows you to hear this, not you. That's right. And so it goes both ways.

**Speaker 1** [00:27:01] So whether or not we use these physical, tangible, visual things, or whether or not we just kind of learn how to be that way and do it better in our everyday communication, where we see these things as different, distinctly different from the person, we speak to the issue rather than the person. Those kinds of things. That's gonna dramatically improve communication around shared mental models. And if you have a shared mental model, you can, you can move forward, right? And we always talk about the guys in the canoe, right? If one guy is paddling one way and the other guy's paddling the other way, the canoe is just, you're both working really hard, but the canoes thing still, or it's going in a circle or some crazy chaos. Yeah. But if you both are paddling in the same direction, because you have the same shared mental mall of, Hey, we're going over there. things are going to go, you know, swimmingly, no pun intended.

**Speaker 2** [00:28:06] That was well done. I mean, I think the great thing about it is, I don't I am always reminding myself that people are not always aware that they're building mental models in the first place. And that's why we tend to be blame based, like that's what we tend To blame each other for things rather than think about how other people are thinking differently about the things and this technique that are by Three is a way to actually. Train yourself, remind yourself that that's how it is, and then you take it the step further, and say, oh, well, it's not you versus me, it's how you're thinking about it versus how I'm thinking about, and how do we reconcile that? That's right. To be something, like you said, a shared mental model that we can move forward on.

**Speaker 1** [00:28:53] It works.

**Speaker 2** [00:28:54] I've seen it work.

**Speaker 1** [00:28:55] We've seen it work for 30 years with a lot of different couples, a lot of different people, a different conflicts, real conflicts, not just relational conflicts, but real conflicts between.

**Speaker 2** [00:29:11] That's right. Do you remember when

**Speaker 1** [00:29:13] Vendor and victim and all kinds of things

**Speaker 2** [00:29:15] Oh my God, I just remembered several years ago, probably 15 or 20 years ago. Principal called us from an elementary school. Oh yeah. And she said, I have to tell you the story. I love those calls. And she says, there were these two kids on the playground.

**Speaker 3** [00:29:29] Bobby and Sal.

**Speaker 2** [00:29:31] always Bobby and Sally, who got into a conflict on the playground about a ball. Like somebody took the ball and the other one wanted the ball. It was a big deal and then it blew up. And because the teachers had been using these blocks in the classroom to teach subjects, like English and things, I think it was Sally, came running into the principal's office and said, we need these on the play ground right now.

**Speaker 1** [00:29:55] Yes.

**Speaker 2** [00:29:57] And you and I were just like, that's it. That's everything. That was everything.

**Speaker 1** [00:30:02] Well, that reminds me of the, this is one of my favorite stories. Uh, we, you know, we've trained a lot of, uh, educators and inevitably people in the trainings are, you, they're learning it professionally in education and business and whatever, but then they realize, oh, this is a also very relevant to my personal life, which is, you know, for most of us more, even more important than our business life. this one particular educator, she asked, can I bring my husband to the training? I remember. And her husband was willing to come to a two-day long training for educators, right? Yeah. And her husbands worked in Pennsylvania in a factory. Yes. He was a manager or leader of a factory, You know, with guys that made machines and, you know, hard mechanical factory. Yeah. He went through this training.

**Speaker 3** [00:31:10] I remember.

**Speaker 1** [00:31:11] And a couple of weeks later, I saw him and he goes, you wouldn't believe it. I had two guys going at each other on the factory floor, just yelling at each and I came over and I said, what's going on? And they're like, he's this and he's that and they're doing this thing. He said they're about to...

**Speaker 2** [00:31:30] She said they were about to go to Boyle.

**Speaker 1** [00:31:31] they were about to go to blows. Yeah. And, and they were doing exactly this, right? It was, it was, there's an issue and it's you and no, it's it's, you know, it you know it's you and here's why it's. You and the legalistic argumentative lawyer kind of, and he, and he put his hands on both their shoulders and he said, guys. And he said, I channeled the training at that moment. He said, guys, these are big, barrel-chested, Pennsylvania factory workers. He goes, it's all about perspective. Your perspective is this, and your perspective is that. And he says, as soon as I said that, it was like. All right. Yeah. And then they're calling. No. Okay. You know, and it and it worked. Yeah, so the same. I mean, and I see this all the time. But I can't I just I say I'm gonna keep saying it. Because if you talk to people, I really love talking to people who are really amazing at what they do doesn't matter what they do. Like, if you're if you are truly one of the great skateboarders like Tony Hawk or you know if you're one of the great quilters or you're one of great historians or you are one of a great auto mechanics or taxi drivers or president you know like doesn't matter what basketball player whatever if you are great at something you have a lot in common with other people that are great at something. And when you talk to people that are truly great at something, what you realize is they really focus on being really good and practicing the fundamentals, right? They're not doing like wildly complicated things. They're just doing the basics, the fundamentals really, really, really, really, really, really well. Yes. And the reason they're doing so well is because they're practicing the fundamentals. So we can get real complicated about all this stuff, but it really is about the fundamentals. You got a mental model, I got a metal model. We got to find a way to make those mental models work together. Yeah. There's you, there's me, there is our relationship. Yeah. Pretty basic. Is it easy to understand? Yeah. Is it hard to do? Yeah, because when you're in that emotional state where you're about to get in a fight. It's hard to be like, hold on a second. Let's go over and have this conversation next to the box.

**Speaker 2** [00:34:07] Yeah, I mean, it's hard to break old patterns of interaction, of behavior, of mental models, of all of it. But it is hard. But I would also say it doesn't take a lot. It's just a little moment of bringing that subconscious pattern to the conscious and choosing to break it. That's right. Just by seeing it just a little bit differently. Just a little bit different. It is a very small change.

**Speaker 1** [00:34:33] Just a tiny bit of awareness at that moment to be like, hey, let's go over and have this by the box. Have the box in the first place and now let's have the conversation by the block. It changed the conversation. It changed, the whole conversation. Changed the outcome. Yep, it changed the marriage, changed the relationship. Yeah. Simple fundamentals.

**Speaker 2** [00:34:51] but impactful.

**Speaker 1** [00:34:52] You know, the seals always talk about slow is smooth, smooth is fast, right? That's what they're talking about is Navy Seals. Yeah, sorry, the Navy Seels and Special Forces and lots of people talk about, slow is, smooth, as fast. What they're talking about, is, you know, slow down, practice, get it right. And then once you've gotten it right, you'll be smooth. And once you get it smooth, then then Then you've got the routine, then you can do it fast. And thinking's the same way. When you slow it down and you really understand how to make distinctions, how to see the relationships, how to break things down into parts, put them into holes, how to take perspectives of point and view. When you understand those fundamentals and you practice them a little bit, just a little but, you will start to be like, oh, okay, now I can do this twice as fast. Oh, I can this. Thanks for watching! twice as fast again. Oh, pretty soon you'd be just so fast.

**Speaker 3** [00:35:52] Mm-hmm.

**Speaker 1** [00:35:53] at doing it, that you can do it in the moment, in an argument, in a conversation. That's the way it's done. To learn dribbling, you start slow, and then you go boom, boom, right? And then pretty soon, you're doing it this way and behind your back and through your and

**Speaker 2** [00:36:11] Fancy stuff. Fancy Stuff. Harlem Globetrotters. You do.

**Speaker 1** [00:36:13] But there's nothing really fancy, it's all fundamentals.

**Speaker 2** [00:36:16] It looks amazing.

**Speaker 1** [00:36:18] And a great relationship is the core of your life. I mean, it's gonna drive all of your success. If you're coming from a place every day that is stressful and conflictual and ungrounded, then the rest of your is gonna just be chaos, right? And if you're comin' from a places that's grounded and solid and happy and good, and energizing, then all the other things in your life are going to go well. So working on that is one of the most important things that you can work on. And taking the time to slow it down, get it smooth, so that you could do it fast, because life happens fast. You got kids, you got things, you get soccer practice, you've got all these things, you got a million things, and you've gotta be able to operate fast. but you got to be able to do those important fundamentals in the moment. Right? You can't leave them because they will build up and they will blow up.

**Speaker 4** [00:37:20] and you don't want that.

**Speaker 1** [00:37:20] If you don't want that.

**Speaker 4** [00:37:21] You don't want to blow up.

**Speaker 1** [00:37:23] But the blowups from the buildup, a blowup is just reality telling you that you allowed buildup.

**Speaker 2** [00:37:31] that you didn't actually process it at the right.

**Speaker 1** [00:37:33] There's a great saying, it's called suddenly syndrome. Nothing happens suddenly. You don't suddenly get a divorce. You don' suddenly get overweight. You don''t suddenly, nothing happens suddenly, it happens by little incremental buildup. Over time. Right? Same in reverse, you don't suddenly get in great shape. You don't, suddenly, you know, have a great marriage. You don' suddenly, it's the micro makes the macro and it's this incremental growth, compounding growth. Yes. Better every day.

**Speaker 4** [00:38:08] over time.

**Speaker 1** [00:38:09] over time and then we have a sudden moment and we go oh instant this or instant that.

**Speaker 2** [00:38:16] But those moments will happen faster if you practice. Absolutely. So you're saying you can actually make those moments happen faster.

**Speaker 1** [00:38:21] If you practice the fundamentals.

**Speaker 2** [00:38:23] That's what I mean the fundamentals the problem is we're

**Speaker 1** [00:38:24] The problem is we're practicing a lot of superficial stuff.

**Speaker 2** [00:38:27] Yeah, yeah, yeah.

**Speaker 1** [00:38:28] instead of practicing the fundamentals, the really basic stuff, you know? And over and over again, I'm taught this by people that I just, you now, I love looking around at, what's this guy doing like in lacrosse? What makes that person, and you listen to them and they go, I just practice all day with my right, practice all with my left. You're like, it wasn't that complicated. They're just like, they can do everything with their left hand that they can do with their right hand.

**Speaker 2** [00:38:57] That's right.

**Speaker 1** [00:38:58] It's like something so simple like left and right. Yeah, I can do I didn't just focus on what I was my strength I practiced my left and my right. So I can shoot from both sides. I can catch from both Sides, I I can't do everything from both. Sides. That's right. It's fundamental skills fundamentals

**Speaker 2** [00:39:16] Well, there's a lot of nuggets in there. There's relationships brought to you by the number three. There's focusing on the mental models that people are building. There's the great slow is smooth, smooth is fast, which is just take your time to learn the basics, learn the fundamentals, and then it all becomes almost second nature.

**Speaker 1** [00:39:34] and the communication of mental models and eventually once you've got that then kind of going a little deeper into the DSRP of those mental models, and being able to kind of commune around common mental models. The great thing about this is that if you can master that, This little barbell relationship between two people is the is the crux of all everything more complex, right? So if you talk about organizational culture, well, it's just the combination of different relationships and shared mental models, right. So you think of this as a little barbell, this relationship between two people as a barbell because it looks kind of like a bar bell, right, well, a very, very complex network is just the, it's more barbells. It's a bunch of barbell. And so if you understand this basic relationship, you can understand more complex group relationships. If you understand these basic relationships, you can actually understand, this is called interpersonal. This same basic fundamental understanding can be used for intrapersonal, which is understanding self. Because understanding self is, in a way, you understanding. And so there's the you that's understanding and there's a you that is, and you're kind of interacting those two and trying to find communication between them. And so again, it's a barbell, but the whole thing's happening internally. So the only reason I'm saying that isn't to bring up a bunch more stuff, but just to say, if you practice these fundamentals, they'll be wildly applicable to smaller and larger systems.

**Speaker 2** [00:41:30] transferable.

**Speaker 1** [00:41:31] transferable.

**Speaker 2** [00:41:32] Guess what that means.

**Speaker 1** [00:41:33] It's a wrap.

**Speaker 2** [00:41:34] So that's a wrap. We have to remind people to like and subscribe.

**Speaker 1** [00:41:39] you have to say please please and thank you please and thank you because it really helps us and it makes it so that we can do more of these and we're really enjoying them and we are loving that you guys are giving us such amazing feedback and how much you love what we're doing and we want to do more so the more you can like subscribe comments share with your friends the better the better. able will be to do more of these and get into topics that you're interested in and things like that. So thank you very much. I can't say how much we appreciate your support.