**PEP Session 1 - 08.04.2025\_Transcription**

[Speaker 4] (0:00 - 1:20)

I love it when you do it like that. And when you're closer, give me the shivers. Oh, baby, you wanna dance till the sunlight cracks.

And when they say the party's over, then we'll bring it right back. And we'll say, oh, I love it when you do it like that. And when you're closer, give me the shivers.

Oh, baby, you wanna dance till the sunlight cracks. And when they say the party's over, then we'll bring it right back. Baby, you burn so hot.

You make me shiver with the fire. You got this thing you started. I don't want it to stop.

You know you make me shiver. Oh, oh. Baby, you burn so hot.

You make me shiver with the fire. You got this thing you started. I don't want it to stop.

You know you make me shiver. Yeah, you got me singing like, ooh. I love it when you do it like that.

And when you're closer, give me the shivers. Oh, baby, you wanna dance till the sunlight cracks. And when they say the party's over, then we'll bring it right back.

And we'll say, ooh, I love it when you do it like that. And when you're closer, give me the shivers. Oh, baby, you wanna dance till the sunlight cracks.

And when they say the party's over, then we'll bring it right back.

[Rachel Davies] (1:20 - 1:25)

Ladies and gentlemen, we're live on stage in three and a half minutes' time. Take your seats.

[Speaker 6] (1:25 - 1:45)

Oh, babe, don't make a sound. 2 a.m., love, gotta keep it down. Don't wait around for a two-and-a-half.

Give me some vibe, I ain't ducking down. You wanna ride in a six. You wanna down in a six.

And when I leave for a kiss, you said I'd probably take you some bits. And I, hell nah, been waiting too long.

[Speaker 8] (1:45 - 1:53)

And we, hell nah, I want that cruel love. And I, hell nah, been waiting too long.

[Speaker 6] (1:53 - 2:04)

And we, hell nah, I want that cruel love. Ladies and gents, this is your two-minute warning. Grab yourself a drink, finish your conversation.

We're live on stage in two minutes' time.

[Speaker 12] (2:04 - 2:06)

Ladies and gents, take your seats.

[Speaker 8] (2:26 - 2:33)

Got it in my dumber. Sincerely, don't mind. Don't mind, don't mind, don't mind.

Sincerely, don't mind.

[Speaker 6] (2:39 - 2:54)

Don't mind, don't mind, don't mind. Just hit the pedal, if things going wrong. It's just incidental.

My bad, never got the memo.

[Rachel Davies] (2:57 - 3:28)

This is your one-minute warning, ladies and gents, your one-minute warning. We're live on stage in one minute's time. Take your seats.

Ladies and gents, this is your 30-second warning. Get ready to put your hands behind your back. Put your hands together.

We're live on stage in 30 seconds. Take your seats.

[Speaker 7] (3:59 - 4:15)

Ladies and gentlemen, property entrepreneurs, please clap your hands and give a huge round of applause and welcome to the stage, Rachel Davies.

[Rachel Davies] (4:17 - 13:02)

Hello, hello. Are we all ready to sit down? Oh, look at all your smiley faces.

It is a massive pleasure to be back here with you today. Welcome back, property entrepreneurs, to Workshop 7. Did you have a good month?

Yeah? Hello to virtual. Everyone say hi to virtual and Katie.

Nice to see you all. Now, virtual, I've got something to ask you. Can you all wave at the camera?

This is the screen. Everybody look over here. Give us a big wave so we can get a nice picture.

Wave, all of you. That's it. Hello to virtual.

It's lovely to see you all as well. It's Easter break, isn't it? Anyone here got children off school at the minute at home?

Yeah, quite a few of you. Probably lots of people on holiday as well. It's a big one, this one, isn't it?

It's two weeks with the kids at home. It's quite a challenge. I just wanted to talk about the first ...

Is it three for some? Yeah, three weeks for some. Who saw in the Facebook community Adam's Dating Escapades?

I just want to bring it up. Who saw it? Anyone?

Hands in the air. Who watched the video? It was an incredible throwback, I think from 2021.

John, who posted it? Yeah. John posted it.

Absolutely loved that moment. It's been a while since I've seen that. I remember it all playing out on the stage.

It was fantastic. Thank you for that. This is just a reminder.

Lots of you, thank you to Katie, to Gert, to Amanda Everdeen, John Franks, everyone who's contributed to the Facebook community this month. There's lots of you, lots of you who haven't posted in a little while, so it's time to start sharing your journey, telling us how you're getting on with your annual goals and objectives. Please, I encourage you now to get onto the Facebook community this April and share how things are going.

You know the drill with phones. Please put your phones away. We don't want your mobile phones on the table.

Put them away. It's get up and give back season now, so if we see you on your phone or getting stuck into WhatsApp or we hear it go off, it's a 20 pound fine. You have been warned.

It's ample time in the break. We want you to focus on the content. What have I been doing behind the scenes?

Well, some of you have seen this. I shared it in the Facebook community. This is my new brochure for the new business.

I'm very proud of it. It was really difficult to do. I vastly underestimated how hard the task would be, but we got that out of the door.

That's one of the things that I worked on this winter. Now, it's going to be the catalyst for doing our website and a lot of the other assets that we're building out at the minute. Another thing that I was doing this March, one of my professional objectives was who, not how.

Because me and my husband only work on this new business part time. We need people to help us, so we brought in a funnel builder called IT Moon. They are tech specialists and they are building out our first automated sales funnel.

This is us talking strategy in March, looking at how that funnel was going to play out. It's going to have a scorecard, a results page, and a sales page. It's got all of that.

They're building it for us. This is just how I'm fast tracking getting this new business off the ground. It was a fantastic session, so I'm really looking forward.

We've got the first draft of that back now, so we're just going through it at the minute. We're getting there with our new business. I'm really pleased with that.

Then winter hit lists, how did I get on? I have hit about 92% of my HMO winter hit list. By the end of this week, that will be 100%, so it's done and dusted.

Then the new business, we did about 90% of our new business winter hit list, although we had to hand over a lot to other people and they're finishing the work for us. We suspect that we'll get the business ready for soft launch beginning of May or mid-May. We're getting really close now, so I'm really excited.

I just wanted to show you, not every one of you did a winter hit list like this. This is mine. I just wanted to show you what it looked like.

Some of you didn't do a winter hit list. It was all in your head. Some of you actually did do a spreadsheet or put it into a sauna.

However you decided to do this, this is the kind of things that I've been working on in my winter hit list in the HMO business, fixing three key problems. Every year, your business might be the same type of business, but you'll have different problems. Every year, you will need to do a winter hit list.

This year, I've been fixing rent arrears, maintenance issues, and sorting out my invoicing with my virtual assistant. I've now set up a new bank account and my assistant's doing my invoices. I know some of you are having challenges with that.

I said I'd help you work that out this April, which I will do, but that's the kinds of things that I've been doing. Now we've reflected on how I've done. How did you do?

You know the drill on this one. If you turn to page four in your workbooks, it's a three minute exercise. What I want you to do is this.

I want you to reflect for the first minute on how you've done and give yourself a score out of 28. Then I want you to turn to your partner, share highlights and challenges of the month. Then in the third minute, I want you to let your partner share with you.

Declan's going to put some music on now. Three, two, one, off you go. First minute.

Listen out for the duck quack. That's the first one. Now you need to share with your partner your highlights and successes of the month.

Remember, the homework this month was challenging. You had to get ready for your business plans. That's it.

Guys, swap over and share with your partner, your other partner. Guys, hopefully you did some good sharing with each other. Can I get your attention, please?

Who would like to share their journey this March? It's been a tough March, hasn't it? You've had a lot to get ready for your business plans and there was lots of homework.

Who wants to share how they've done? Danielle, thank you. There you go.

Lovely.

[Speaker 5] (13:03 - 13:06)

Good morning, everyone. I'm Danielle, based in Gloucestershire.

[Rachel Davies] (13:07 - 13:11)

Woo! Felt like she needed that.

[Speaker 5] (13:14 - 13:46)

I've been really struggling with the business plan, business model side of things, so I'm going to keep working on that. We already had some sort of personal cash flow management in place, but we hadn't reviewed it. Off the back of reviewing it, we realised that if I was to stop my part-time job at my hotel where I work, we would be okay for 12 months.

I've handed my notice in, and my last day is the 25th of April. Woo! Give her a massive round of applause.

[Rachel Davies] (13:47 - 13:50)

I love it when things like that happen. Well done, Danielle.

[Speaker 5] (13:50 - 13:53)

It wasn't the outcome I was expecting from PCM, but it was a great one.

[Rachel Davies] (13:53 - 30:16)

One of the key learnings from that is it's great doing all of these things, but if we don't look at them, we can create an amazing spreadsheet, and then if we leave it for six months and never look at it, what's the point? Once we start actually doing the numbers and reflecting on it, it can make a huge difference, can't it? Well done, Danielle.

That's fantastic. Brilliant. Let's move on to the 28-day challenge.

What was the 28-day challenge, guys? Can we remember? Come on, guys.

What was the 28-day challenge? Not kill your kids. What was it?

Come on. Winter hit list. What's happening with you lot?

Winter hit list. Right. How did you get on?

I've talked about how I got on with mine. I know not all of you did a spreadsheet, but I know you were all working hard this winter. Remember the theme from last month?

What was it? Landing planes and landing projects. My project that I landed was the big brochure.

I did some other smaller projects as well. How did you get on? Let's get a feel in the room for what things you've been working on.

Who here, raise your hand if you worked on assets this winter like me? Who worked on assets? Yeah, like branding and documentation, making things look nice, getting websites ready.

I know Katie did. What about processes? Who did processes and systems, putting anything new into place?

Quite a few of you there. What about finance? Who's been fixing their finances because they're a mess?

Anil, you must have done a bit of that. Just like that. What about hiring people?

Who's hired? I know a few of you have done that a bit earlier. Yeah, just a few of you.

That gives us a sense of what you've done. How did you get on? This is where we get the moment of truth.

Who did like me more than 90% of their winter hit list? A few of you. Well done to you guys.

Give them a round of applause. That's amazing. Well done.

Who did 50% or more? Yeah, quite a few of you. Then who did 30% or more?

Yeah, so some of you with less success. That is fine. Remember, this is your first time around the track.

I've been on PE for five years. We're not expecting you to have my level of execution. It's challenging, isn't it?

Isn't it hard to try and fix things while you're still running around trying to do all the business? It's really challenging. If we have a hard winter, the idea is in the summer you get an easier summer.

Next year when you do this again, you'll do a better job the next time. You'll get more success. You'll start to see this actually working out in practice.

Well done to you all for trying to work on winter hit lists. Sunday sanity, you know that doing these 10 high value tasks is so important. What I wanted to do, you've been nailing it.

I've been really proud of you. March, we've had some really amazing success. Lots of you doing your Sunday sanity, getting much more consistent at this.

This is the one skill that you need to take away and do all of the time. I thought today I'd just help you take this to the next level and share with you what I do on my Sunday sanity. Now, I spend 30 minutes on it, 30 to 40 minutes on a Monday morning.

I do it at 8.30 in the morning after the skill run. I don't spend a lot of time on it, but this is what I do. I have an Asana project for it.

This is what it looks like. I've got all of the information of every Sunday sanity that I've ever done all in one place. Then I ask myself these questions.

I just wanted to share this with you because there's a lot of value when you start reflecting on how you're doing each week. It helps master your productivity. It teaches you about yourself.

These are some of the questions I ask myself. Now, what I can do is share this in the group if you want me to, but I go through reflecting on the score. I then ask myself the key wins that I had from the week before.

I also look at lessons learned. This is the thing about numbers. If we don't reflect on numbers, if we don't go back to toggle and review our week, we don't actually get any value from it.

This is where I post in what my productivity was for the week. This is where I worked out recently that I wasn't being very productive on a Friday, so I've been working really hard to improve my productivity levels. Because I'm a mum and I spend half my time with the kids and the other half working, the more hours I do, the more stuff I get through.

It's as simple as that. I'm always tracking how many hours I've done. Then I check what I've got to do for the week, what's getting in my way, what calendar activities, what have I got to do with the children, what appointments have I got, what do I have to do for the HMO business, what might get in my way.

Then I look at what results do I want and what can I delegate this month. These are great questions to ask yourself so you can think it through for the week. Thinking about results, what do you want by the end of the week?

What will make you feel like you've had a really good week? What are the results you're looking for? This is what we do on advance.

We call it the game of four quarters, where we plan our annual goals, we break them down into quarterly goals and then monthly goals. Then from those monthly goals we do our Sunday sanity. I always have them in front of me to make sure that my Sunday sanity is covering these off.

Because it's really easy to do Sunday sanity but not be moving closer towards your annual goals. I encourage you now to start thinking about how you do this in practice. You must be checking in with those annual goals.

If you've got dust on your year of board, that's not what you want. You want to be looking at that weekly, daily, monthly, quarterly. Because otherwise you're going to lose track of where you're headed and this is how you do it in practice.

I thought that share might be valuable for some of you who want to up the game now and start using Sunday sanity as a means for powerful reflection. That leads me on to the accreditation. How are you all getting on?

Remember, these are the four milestones that you need to do to get your accreditation. Lots of you are doing really fantastically well on this. Posting your Sunday sanity every week, attending the workshops, presenting at both awards days and putting six posts in the community.

Now, when we say posting in the community, we don't mean commenting on other people's posts. No, we don't. We mean posting your own posts.

As I said earlier, I encourage you now, some of you have been ... I haven't heard from Dan in a while. Dan, you were really good at the beginning.

We haven't heard from you in a while. I'll just pick on you. Just get in there.

Tell us how you're getting on. Tell us how you're getting on with those annual goals. It's a challenge and it's really difficult.

It's a safe space. We can share all those things. We can help each other.

Who helped Tina? Who gave Tina a comment on her interesting challenge this month? Loads of us.

She had about 28 comments, didn't you, on that one video alone. We're here to help each other. That's what it's about.

This is the accreditation. Look at all of those greens. Congratulations to everyone in green.

You were on track. Those of you in amber, you've got it all to play for. By the looks of it, it's just attendance and Sunday sanity that you need to spend a bit of time thinking about and putting more effort into.

You can get that accreditation. Can I just say, I've just done my branding and those badges are all over my new business. They look fantastic.

No one looks at what the actual badge is for. It just makes you look really professional. It's really, really worth doing.

They look fantastic on your business branding. We're going to talk about the AGM. Who's here doing the experience today and the business planning a day?

A few of you. For those of you, we'll be talking logistics in session two. Josh and Shiv are really looking forward to doing that for you.

That's happening tomorrow, so it's really exciting. Workshop seven. Workshop seven is called building the dream team.

You're going to hear a couple of pieces of terminology today that are really going to resonate with you by the end of the day. The first one is leverage, because we want you to become highly leveraged and therefore highly lucrative. The second one is do nothing, delegate everything.

What we mean by that is we don't mean actually do nothing. We just want you to be very strategic with the time that you spend so that you can grow your businesses, start new businesses and delegate everything else, all of the rest of the noise out to other people. That's what it's all about.

It doesn't matter if you are one solo entrepreneur and you just need to hire one VA or whether you've got a team of five people. This blueprint works for someone at the beginning and someone further on in their cycle. That's what it's all about, workshop seven, building the dream team.

Where are we in the seasons? Spring has sprung. Who's having a fantastic spring?

It's beautiful out there, isn't it? It's 21 degrees in the southeast. It's amazing.

I came here in my summer gear and now I'm freezing because it's cold up north. It's a beautiful time of the year, isn't it? Really beautiful time.

The natural world comes back to life, the blossoms out, the flowers spring up. This is what we want for you. We want you to be in synergy with the natural world.

This spring and summer you're going to be launching products and services and building new teams. Your business grows, the energy grows, the nights get lighter and the natural world comes to life. That's the same thing for your businesses.

We want you to be in sync with that. This is where you're going to test drive in the spring, new team members, new processes, new systems, everything that you've built out in winter. This is where the execution starts to happen.

This is what the spring and summer is all about. Where are we in the methodology? We are at workshop seven.

We are here building the dream team. This is the first session of spring. This is where we shift gears.

We come out of the hard work of winter and we start putting the execution into place. We start test driving those systems and processes and any new team members that we've hired. We move warming the tires into getting ready for the summer sales season.

In the summer sales season we open the taps, we start smashing our 2025 business plans and that's when we start that process. Where is the next part of call? The next part of call is the QGM.

Right now you're getting ready to finish your business plans. You'll be doing that this week. I'm doing that this week as well and then you'll be having your AGMs with your team.

No matter how big that team is, I'm having mine on the 26th of April and you'll put those in place this April. The next part of call will be your summer QGM where you check in with your team just before the start of the summer sales period. Shiv's talked about this before.

He creates the business plan and then he hands it over to his team to run with it. This is when your team will pick it up and run with it and start achieving all of the goals that you want them to achieve for 2025. This is how we start it.

You want them to be really hyper-focused on what you need to achieve in the summer. That works whether you've got one VA or whether you've got a team of 10 people. Where are we headed into?

We're headed into the championship season. As I said, that's the sales season. To mark that, on the 5th of June we'll be having our championship season super event and that's when that happens.

Of course, this is where you will have that moment in the summer and it will happen where you'll work out why you worked so hard in winter. You'll have this kind of aha moment and you realise all of that hard work, you'll start seeing it paying off. Everything you've done by putting your strategies together, you're doing all of the work for winter, putting your business plans in place, you'll start to see it bearing fruit in the summer and it will be absolutely fantastic.

You're going to have a phenomenal spring and summer. There's lots for you to look forward to. It's a lot of hard work, but remember this is all about the journey.

It's all about your personal growth and more importantly, it's all about the growth of your businesses. What are we planning to do for Workshop 7? Let me tell you what you're in for.

This is called Building the Dream Team, Session 1. We are taking wealth dynamics to a whole new level. It's easy to understand how wealth dynamics works for ourselves, but it's easy to underestimate how important it is for our team members.

Business grows where energy flows and Session 1, ladies and gentlemen, is on at the perfect profile. Session 2, we need you to flip the switch from being desperate to find team members to people being desperate to work for you. We want you to become a talent magnet, no matter the size.

No more poor performers, only stars. Session 2 is on talent magnet. Then Session 3, this is a life-changing session for me and it should be for some of you.

Behind every world-class entrepreneur, there's a world-class assistant. Lots of entrepreneurs believe they cannot afford to do this, but we are going to show you why you cannot afford to say no. Session 3, ladies and gentlemen, is on world-class PA.

This is one of my absolute favourite sessions. This was life-changing for me when I heard it back in 2019. It took me from landlord level to leveraged and much more lucrative.

Are we looking forward to Session Workshop 7? Are we looking forward to it? Come on.

Yes, absolutely. Let's get some energy. There's lots of spring energy out there.

Let's bring it into the room, people. Let's get excited because it's going to be really good. Firstly, before we get into it, just to set the scene, I've talked about do nothing, delegate everything.

Remember, in society, we're taught that our weaknesses are a problem, aren't we? At school, if we're not good at maths, we have to focus on our maths. We get tutors.

Even in business, to some degree, I remember being in corporate and having my manager tell me, you need to work on this. You need to work on that. You need to improve this.

It's all about honing your weaknesses. In reality, to be really successful, we need to focus on our strengths. That's what it's all about.

That's what today is really focused on. You focusing on your strengths, but not only your strengths, understanding your team's strengths and pointing them to play in the right places. Shiv introduced me to the concept of do nothing, delegate everything.

You've probably forgotten this, Shiv. Back in 2021, we were sat together at a table on advanced. You wrote it down for me.

You did a hashtag, DNDE. You must have been doing it on the board. He gave me this piece of paper.

I'm not kidding you. I've had it for four years. I did actually throw it away in January.

I was cleaning out the office. I remember looking at it and thinking, oh my God, I've had this piece of paper for all of that time because I really did take it to heart. That's what you need to live by now.

You need to start thinking about who can do this for me, not how can I fit it in. That is the main focus for today. What's it like for most entrepreneurs?

Most entrepreneurs don't think about the perfect profile, do they? They just hire the person that's easiest. They hire their neighbor, their friend, a member of the family, their auntie recommended someone down the road and they've hired them.

Often, they go with the first person they find and they feel really grateful. That's what happened to me last year. It's easy for us to fall into this trap.

Last year, after five years on PE, I wanted to hire a world-class property manager. I did my job advert. It looked fantastic.

Just as I was about to advertise it on Indeed, Paul said to me, I've been speaking to a local property entrepreneur. He's found us a property manager. We're just going to use this person.

He made me do the shortcut. I hired fast. I absolutely regretted it because when I hired her, I went through Windsor.

I built out all the assets. I'm a good tempo. I made an onboarding schedule.

I wrote a training manual. I'm a good manager. Then, she lasted two months and she left because I took a shortcut.

What we want you to do is not do things like that. Don't get caught in that trap. Don't hire the first person that comes along.

You need to find someone with the right energy, put them in the right position, and then your business will thrive. That's really, really important. That went completely wrong.

We want you to learn from our mistakes. Most entrepreneurs, they hire fast and they fire slow. We want you to do the exact opposite.

We want you to hire slowly and strategically. Then, you will be blown away by the results that you get from it because when we hire the right person with the right energy and we put them in the right role, they do the tasks that we've no longer got the energy to do. Who here can think of at least one thing that they've not got the energy to do anymore?

Yeah? Loads of you. Yeah?

Everyone's nodding their heads. Absolutely. This is why this works so well.

When we recruit the right team, they have all the energy to do all the jobs we hear and they run with it and they do a better job than you, but we have to hire them properly. I've got someone who's a huge expert on this who runs a really big team. Please put your hands together while I welcome to the stage your multi-award winning entrepreneur.

He is the CEO of Lifestyle Property People. Give him a massive round of applause, people. It is your trainer, Shiv Haria.

[Shiv Haria] (30:30 - 43:14)

Thank you. Thank you. Thank you.

How are you guys doing? Fantastic. Have we shifted gears into spring?

Guys, look outside. Just have a quick look outside. Okay, it's been sunny.

I was saying to someone this morning, it's been sunny for two weeks now and we're hoping that this isn't our summer, but we have to prepare for the fact that this could be our summer. So if you're not already, make sure you're enjoying this. We have come out of this long winter and how many of you are dynamos and blazes?

Dynamos and blazes. You guys will be sitting there going, thank God we are done with this, right? Because winter was very, very hard.

It was very long and we're now into spring. So that's what we're going to approach all of this with the energy of. Let me just talk to you a little bit about what I've been doing over the last couple of months.

The first thing is this, winter hit list, okay? So Rachel's talked to you about her winter hit list. Now when I say I've been doing the winter hit list, I want you to have a quick look over here.

Shiv's tasks for, that's all I've had out of all of them and most of them have been delegated to other team members and that's obviously what we're trying to do here. We do the strategic work and the rest of the team can get on and do the rest of the work. As well as that, we've been living our best lives.

This is living our best life. This is our team, just what was it, last week I think it was, our AGM in Sheffield. So we've got a nice team now and for the first time I should say, because normally we just do it in a little restaurant or something, but I thought, you know what, let's go all out.

Let's hire a meeting room. So we've hired a little meeting room. We've got everyone in it and obviously we've taken loads of pictures so everyone on social media can be like, wow, they've got a really good team going on.

But we spent ages doing this massive business plan. We spent three months, right? So three months before that, which was the October, November, December time, like what is it that we actually want to do?

And then we spent January, February, March like putting the meat on the bones to say how are we actually going to go and do it? Once we've done that, we then need to go and present it to the team so we can bring them along for the journey with us. How many of us get that?

Yep, perfect. And then as well as that, I've also been out with a couple of the board members. Now, one of the really important things about Property Entrepreneur, people, we say all the time, you come for the content but you stay for the community and that's why Rachel was going on about posting in the community, then people get to know who you are.

This is the board community. There's a couple of people on the board here and this is Garrett. He's on the board and me and Garrett went to Valencia a couple of weekends ago and of course some of you will know when we go to Valencia at the end of a quarter, what is it?

A business trip. So it's a business trip. So obviously all of that gets paid off by business.

That includes the flights, the accommodation, the coffee, the meals, everything. Why? Because we're going.

Now, what did we do in terms of business? Well, we went over because it was the end of a quarter and we decided we're going to do an activity which lasted 45 minutes and we said, let's review the quarter. And it's only three questions.

It's really, really simple and this is what you guys should do if you haven't done this already. What went well last quarter? Question number one.

I would write these down if I was you. What went well last quarter? There's only three questions.

I just put well, question mark, for the blazers amongst you. Yeah, well, question mark. The second question is, what do you reckon the second question is?

What could go better? So yeah, what didn't go so well? What could go better?

We're looking at positive spin on it. For the blazers, better, question mark. And the third question, based on what went well and what could go better, what do I need to improve going forward?

What do I need to change going forward? For the next quarter in front of me, what am I going to do? What are the actions that I'm going to take that are going to use the information from the last quarter?

And it's exactly like Rachel said when it comes to your Sunday sanity. There's no point in doing your Sunday sanity and doing your TOGGL report if you're not reviewing it and saying, how can I improve this? And it's the same when it comes to our reviews at the end of every quarter.

We say, well, let's review the last quarter so we can improve on that going forward. As well as that, I want to share something with you guys, guys. I've been seeing the signs.

Look at these signs everywhere. Every single day, seeing the signs. How many of you are into this?

Who knows what I'm talking about? Hands up if you have no idea what the hell I'm talking about. Right.

For those of you who don't know, here are the signs. Now you're going to see what kind of woo-woo person I am. These are the signs, 1111, 1111, 1111.

These are called angel numbers. Here's another page of signs. I've honestly just been seeing so many signs.

And what does the sign mean? It means I'm on the right path. What does that mean?

I'm on the right path, right here with you guys. And I know one thing, which is I've really been tuning into this for myself, is that I've heard this from a speaker a couple of years ago. He said, I am blessed and highly favored.

And I want you guys to all have this mindset. We are blessed and highly favored to be here, not just in this community, in this world, to be able to do the things that we're doing. And I remember when I started off where you guys were, and all this information was coming at me at 100 miles an hour, and I constantly fell behind.

I constantly felt like I just wasn't keeping up with it. And I want you to know that if you feel like that, don't worry. Write the notes, because they will come in handy in future years.

And you're going to go through this a couple of times until you get it. Okay? Cool.

So getting into things, I also want you to know that behind the scenes, we've been doing a little bit of rebranding of the Blueprint events. How many of you have come through a Blueprint event? Yeah?

So most of the people in this room have come through, you've been through a three-day Blueprint event, and then you've come and joined this community. And what we've been doing, you're starting to realize that actually this Blueprint event is more than a Blueprint event. It's actually a Blueprint summer retreat.

So this is what we've been doing. Oh, sorry. This is the Blueprint summer retreat.

Oh, it's a bit long. And we've now rebranded. But more about that will be on session two.

My slides aren't... Okay? Okay?

Oh, sorry. My slides aren't... Oh, there you are.

Right. Perfect. Perfect.

Oh. Gone completely. So now what I want to do is I want to talk to you about the GeniusU profile.

How many of you have done the GeniusU profile? You'll know, because you'll be wearing the lanyards. Okay?

The greens, for those of you who don't know, are dynamos, and the reds are blazes, the yellows are tempos, and the blues are steels. What you'll find in rooms like this, in any room where you've been sold to come here, is there'll be a plethora of greens and reds. Why?

Because greens and reds are excitable people, and they buy stuff. So if you're looking to sell anything, if you're looking to sell anything, if you can very quickly profile your client, honestly, you'll know how to make the easy win, how to make the easy sell, because it'll be the people that are green and red that are going to buy from you really easily. The people that are yellow and blue, the steels and tempos, they take a little bit more convincing.

They're almost like naturally a little bit more cynical, or realistic, maybe people would put it that way. So what we want to do is we want to talk to you about how you can also make that distinction in your clients, and what it all means for what we're doing. So Junior SU is all about flow, and what we're trying to do here is we're not just looking at what you're good at, which is your competence, we're looking at your flow, and we're going to talk about what flow means in a second.

But the point to make here is that all of you are different, everyone's different, and in school we're taught that what we need to do is be good at everything. How many of you are taught to be good at everything? If you're not good at maths, just get a bookkeeper to do your maths for you, isn't it?

And that's what we're trying to do is say, why don't we put the right people in the right seats? So if you're really good with people, we'll put you in a people-orientated role, and if you're really good with numbers and computers, we'll put you in a role that's that way inclined. And I want to give you an example of this, okay?

We had a project manager last year, he was with us for about a year or so, and when I hired him, and this will be important for you guys, I did his Junior SU profile, and he came out as a dynamo, and I thought to myself, I know he's a dynamo, but I need a project manager right now. Project managers in the roles that we do are quite hard to find, because when you think project manager, you think of a construction company, and they're on like, you know, 50, 70, 80 grand. We're looking to pay our guy like 17.50 an hour, so it's not the same kind of skill set. We're looking at someone who's a good coordinator of stuff, someone who's a good kind of like admin person that can talk to people, and whatever. So I hired this guy, and he was a dynamo, and what he kept doing, we already have processes in place in our business, but he kept trying to just improve all the processes. We have a viewings checklist, it's a one-page viewings checklist, we've been using it for the last 10 years, but he thought, now, he took it upon himself to go into Excel and sort of create a new one, three pages long of course, and he came back and he goes, I've done this.

And we're like, why? It was working, we don't need to fix things that are not broken. Then he went and found another idea, and he said, oh, well, I know we're doing that, but we've got this process that we've got for doing the quality assurance at the end of our projects to make sure all the properties are correct, but I'm going to change that process as well.

And he was constantly trying to improve things, constantly trying to recreate the wheel. One, he was also really bad at the detail side of things, so whilst he'd get the job done, the refurbs done, the little, little things would be like, where's the door handle, why is that window not opening, why is that toilet not flushing, the little, little things he'd miss out. And then the last and not least, dynamos, they can be good at communicating with people, but because they think so quickly, their frequency is really high, especially with tradespeople, they tend to piss them off a little bit, and that's what we found.

He just kept constantly annoying the tradespeople. These are tradespeople that have been in the business longer than he's been in the business, and he's just constantly rubbing up the wrong way. So we had all these challenges with this dynamo project manager, and in the end, eventually, we came to a mutual agreement that he's going to move on.

Then we hired another project manager. He's a tempo. His name is Ross.

Ross joins the company, and sort of from day one, he knows exactly what he's doing. He's on it, he sees all of the systems and processes that we have, and his job is just to follow the systems and processes. He just does exactly what he's supposed to be doing.

He's not trying to implement new processes. He's not trying to create new ways of doing things. He does a great job.

He dots the I's. He crosses the T's. He builds good relationships with everyone around him, including all the tradespeople, and you can just leave him to run that entire thing.

You don't need to worry about whether he's going to be doing the right thing or not, and that's exactly what we're trying to do here, is we're trying to hire the right bums for the right seats to make sure that they can build the business for you, and you don't have to worry about whether they're going to be doing the right thing. Does that make sense? Perfect.

The main point, like we said, is that everyone is a genius, and today, what we're going to do is we're going to understand everyone's profile, and once we figure out your profile in terms of how it affects you and helps you build a dream team and also a dream life, we're also going to understand your flow, like what does that actually mean, and how do you use that when it comes to looking at your team, looking at your business partner, working with maybe your life partner, or maybe even working with your children, right? So everyone in the whole world has some sort of profile, and if you can understand how to work with that person, you're going to be much better equipped to build teams, and so what we're going to do is we're going to first of all cover the logic of what all of this is. We're then going to go into how we can use flow to learn, lead, live, and love like a genius, and then finally, we're going to go through some key takeaways.

So the first thing ... Oh, sorry. My slides are out of sync again.

So the first thing is there's a guy called Albert Einstein. Anyone heard of him? Albert Einstein.

He said that everyone is a genius, but if we judge a fish by its ability to climb a tree, it will live its whole life thinking that it is stupid. Does that make sense? We don't want fish to climb trees.

We want fish to swim. Guess who we want to climb trees? Monkeys.

We don't want monkeys to swim. We want them to climb trees, and that's what we're trying to do here. Let's get the monkeys to climb the trees, the monkeys and the blazes, by the way, in case you haven't figured it out, and we're going to get the fish to swim.

That's what we're trying to do here. So the first question is, what is flow? Any takers?

What's flow? You've got the microphone in front of you. Danielle, is it?

[Speaker 5] (43:14 - 43:22)

Yeah. Hi. Flow is when you're doing something and time goes really quickly and it comes effortlessly.

[Shiv Haria] (43:22 - 44:44)

Danielle, it seems like you've read my notes already. So flow is when you're doing something where time flies by. You just don't realise that it's going by.

You go, blimey. Do you remember when we have that saying that when you spend time with your person, with the person that you love the most, time just flies by? That's flow.

Time is something where time flies by, but it's also the way to figure out your flow is to go, what would I do for free? If I didn't get paid for it, what would I still do? That's the way to figure out your flow.

And so, for example, if you're someone that would go, I'd build spreadsheets all day long, that's your flow. If you're someone that says, I would talk to people all day long, that's your flow. If you're someone that says, I'd sit in the back and just create new cool things and think of ideas, that's your flow.

And if you're someone that says, actually, I just want to be given a task and then just do it. I want to do all the tasks to the best of my ability, that's your flow. Hopefully what you've realised there, but I've just talked about the four different personality types.

It's also something where you just have fun doing it. No one needs to tell you to do this. It's where you automatically end up.

If you didn't have to worry about the constraints of money and children and time, it's what you would naturally be doing. I'm going to play this little video, which is summarise Genius You.

[Roger Hamilton] (44:46 - 46:45)

According to Einstein, you are a genius, and him, and her, and, well, all of them. Einstein said, everyone is a genius, but if you judge a fish by its ability to climb a tree, it'll go through its whole life, believing that it's stupid. We're all born great at something, but as we grow up, we find out all the things we're not so good at.

So we spend our life feeling bad about those things, working on our weaknesses, while we take our strengths for granted. But wait, how about him, and her, and them? They focus on the one thing they were great at.

They went from ordinary to extraordinary, and you can too. Did you know there are four types of genius, and you're one of them? There's Dynamo Genius, who loves to create, Blaze Genius, who loves to connect, Tempo Genius, who loves to serve, and Steel Genius, who loves the details.

Each has a different energy that links the four seasons and four elements. Great minds from Confucius and Plato to Isaac Newton and Carl Jung studied these four types. Each has a different natural path, different passions, different strengths and weaknesses.

Your winning formula is someone else's losing formula. You have a natural way to learn, to lead, to live, to love, a natural strategy that suits you in relationships, in your work, in social media, even in the design of your day. In fact, if you do anything that feels like hard work, you're already doing the wrong thing.

When you know your genius, you can get in your flow. And when you know the genius of your friends, your workmates, your boss, children, family, you can appreciate them for what they are best at, and that brings out the best in them. As for the things you're not so great at, well, there's a genius in your network waiting to do those things for you, with half the time and double the happiness.

So take the genius test. Discover your genius. Then find the genius of your friends and grow your social genius.

It will help you to live the life you love and love the life you live. The genius test is free and it will set you free.

[Shiv Haria] (46:50 - 1:44:37)

Now I want to tell you a little story about my mum. My mum was, later we found out, a blaze genius. And now that I know about this methodology, everyone knows that she's a blaze genius.

She's always the person that's connecting people together at a party. Everyone wants to know her. She wants to know everyone.

She likes talking. When she talks to me, she talks at me rather than talking to me. She writes essays.

Bobby, she writes essays when it comes to WhatsApp, you know, here's all my stuff. She's a blaze genius. But here's the thing.

She didn't know that she was a blaze genius. And when she got her job, she ended up being a bookkeeper. She fell into being a bookkeeper.

And she constantly got told off by other people going, you know, you're getting this wrong and this is taking too much time and, you know, why are the numbers the wrong way around or whatever it might be. Constantly doing that. And she did that for 20 years.

And then, fortunately, 2013, which is when I eventually then started in property, she had a heart attack. Fortunately, she had a heart attack. Because it made her go, hold on, what am I doing here?

And I had just, that year or the year after, just started Property Entrepreneur and started doing some of that stuff. And I started realizing about this flow thing. And I was like, hmm, she couldn't work anymore.

And anyway, the point of the story is that she didn't do bookkeeping anymore. We hired someone to do bookkeeping. It was a family business.

We hired someone to do bookkeeping. And that bookkeeper, I'm telling you, she does, my mum used to take a whole week to do that job, full-time job. Bookkeeper does her job one day a week.

One day a week. And she loves it. And my mum loves it because she's now no longer involved with that and she can do all the stuff that she loves doing.

And the bookkeeper loves it because she's doing her stuff. So the point of this is, when you're hiring in a team, obviously when you start off, you've got to do everything. And there'll be things that you like doing and things that you don't like doing.

But as we grow our teams, the whole point of this is think with the end in mind, is we want to have a team where everyone loves doing the thing that they do, and you love doing the thing that you do, and you don't have to do any of the things that you don't like doing. You're delegating them down to other people who love doing them. Does that make sense?

Perfect. Like I said, we all have a primary energy, and what we're trying to do is we're trying to figure out how to communicate in these primary energies. And what I heard the other day was, communication is not what we say.

Communication is, what's the end of the sentence? Communication is not what we say, it is what people hear, what other people hear. So when I'm communicating and I'm saying something to you guys, every single one of you is hearing something different.

I'll give you an example, and this is not to do with the genius profiles, but an example. If I said, oh, you look really beautiful today, that person would go, oh, thank you so much, that's really nice of you. Another person would go, what do you mean by that?

Do you get me? That everyone has a different way of interpreting what you're saying, but it also comes down to your flow. And when we talk about flow, we always talk about languages.

So let's say, for example, everyone here speaks English, and I'm here speaking Spanish or Russian or Portuguese or whatever, you guys wouldn't understand it. But maybe there are a couple of you who have, let's say, the yellow tag on, you might speak Portuguese. And so I want to be making sure that I can speak all of the languages, so that when I communicate with you, it's actually getting the message across.

Okay? So that's the whole point of this flow thing, is that we're trying to make sure that we can be fluent in all of the different languages. As you heard on that video, energies are also linked to the different seasons.

And that's why we do our workshops in our year in seasons. And I was just saying earlier, we have the dynamo season, which is spring. In fact, I'll start over here.

Winter. We've just come out of winter, right? All the people that have got a blue lanyard on, the steels amongst us, you would have probably quite enjoyed winter.

It's the time where you get into the detail, you get to do the numbers, you get to improve things. That's what you like doing, and that's what you've been really happy doing. But for everyone else, and everyone else is like, God, thank God we're out of winter, because that was a hard period, especially the people that are on the opposite side, the blazers.

For dynamos, this is where you kick in. It's new. It's spring.

Like, everything's starting to grow again. We're starting to think about recruitment, growing the team. How's that all going to work out?

We then have the blazers in the summer. So when it comes to summer, it's all about activity. We're just trying to do sales.

We're trying to get everything going. And so that's where the blazers come in. And then when we get to the autumn, which is where we started, October, November, December, it's where we slow things down again, and we start to become grounded, and start to really sense and understand what's going on with our businesses, what's going on with the operations.

So dynamos and blazers, generally speaking, in fact, I'll draw it up there later in a second, but these people over here, the dynamos and blazers, they have lots of ideas, but really less ability to execute. These people on these sides, they have all the ability to execute, and they love doing activity, but can you see that without the dynamos and blazers, these people down here are just doing stuff. They're just running on a treadmill that's going round and round in circles.

They're busy being busy. And that's what we want to avoid. So we want someone in your team that has all of these energies, and ideally when you start, you'll be here doing all of them, and you'll become well-rounded, and then eventually you'll go, well, I'll have one of these, one of these, one of these, and one of these, and you can all do different parts of it.

And it's just like when you're in a relationship. If you have a relationship with someone that's got the same energy as you, you're probably going to clash a lot, and the reason why you're going to clash is because you're both trying to be the same person. If you are both the dynamo in your relationship, then generally speaking, you want to make the decisions because you want to be the boss and you want to have all the ideas, and the other person's like, but I want to be the boss and I want to have all the ideas, so you're going to clash.

And naturally, you know when they say opposites attract? You heard that saying before? Opposites attract, it's also true for this.

Generally speaking, you'll find that if you're a dynamo, your partner will not be a dynamo. If you're a dynamo, you're attracting a different partner. Now, here's what could happen as well.

If you are a mechanic, that means a dynamo and a steel, your partner might be over here, which is also a dynamo, but it's a dynamo and a blaze. This is a star, I'll talk to you about that in a second. But the point is that these people who are on this side, they'll probably find themselves veering more towards the steel side of stuff and taking care of the finances and making sure that all the dots, I's are dotted and the T's are crossed, and these people on this side who are still a dynamo will find themselves veering to this side, so they're taking care of all the social engagements, remembering everyone's birthdays, buying presents, et cetera. Now, here's what we want to go through.

I want you to open up your pages to page 8 in your workbooks, and we're going to write some notes on this bit. So the perfect profile, the logic of it is that dynamos, they like ideas, they like creation. I want you to think of Richard Branson in this example.

So Richard Branson, he loves to start stuff. Starts it, gives it to someone else, doesn't bother finishing it, lets other people finish it for him. So starting, not finishing.

They also like chasing the shiny pennies. Now, some of you who have got the green lanyard on, when you started in property and you went along to a pin meeting or whatever it was, you're like, yeah, I'm going to do buy-to-lets. And then someone said the word HMO, and you're like, yeah, HMOs.

And then someone said service accommodation. Oh, flipping hell, that looks good over there. Let's do service accommodation.

Flips, let's go do flips. Running around all over this shop trying to find what the right strategy is for you. Dynamos have the ability to start things, but they also get distracted easily and they start to chase that shiny penny.

So they can be forgetful sometimes, they can miss details, and they can be a little bit disorganised. We also have Blazes then. Blazes are people-orientated people.

So they like people, people like them, they love the connection with other people, and they love to go to networking meetings. Because when you go to networking meetings, what do you have a lot of? People.

They have a lot of people that they can go and meet. And here's what a Blaze will do when they walk into a networking meeting. They'll go, oh, people, fantastic.

Start there. Right, you, you, you, I'm going to talk to every single one of you. Here's what a Steel does when they go into a networking meeting.

Steels, you can confirm this for me. You go to a networking meeting, no thank you, and you walk out of the room and you go the other way. Yeah?

This is exactly what you do. My wife used to be a property entrepreneur as well. She loved coming here, she loved learning the information, but she hated meeting people.

Because she's a little bit more of a Steel, I'll show you in a second. But as a result of that, she was like, do you know what? I did it for a year, I did it for two years, but I've got my, I've got what I need from it now.

I'm going to go away. Whereas I'm here because I'm a, I'm a Tempo, and I'm a little bit more Blaze as well, which I'll show you about in a, in a second. So Blazes like to magnify things.

They like to bring the energy. I want you to think of, I want you to think of Beyonce. Should I do my, I don't know how to do it.

No, Beyonce move. I should have practiced that to be fair. Yeah.

Don't, don't record that bit. We'll have to cut that out. So I want you to think of Beyonce.

She brings the energy, but Blazes, they like variety over volume. What does that mean? There are some profiles that like to be given a task and they do the same thing over and over and over again.

They do a hundred of them, do a thousand of them. Blazes like variety. They like to be doing something different every minute of the day, every second of the day.

They want their job description to be everything, because that means they can go out and meet all the people and do all the things and have something different every single day. But Blazes also get distracted easily. So whilst they can have everything on their job description, them finishing things a bit like the Dynamos, probably going to be a little bit less, a bit too much detail for them.

The one thing that you should not give a Blaze to do is numbers. Numbers and calculations, not a Blazes friend. Great for temp, great for Steel, sorry, but not for Blazes.

The next one then, I want you to think of the tempo. The tempo is grounded. What does grounded mean?

It means that they have a sixth sense about what's going on, about what's going on in the market, what's going on in their teams, what's going on in the world. They can sense in their team when someone's uncomfortable, when someone's a bit down, when someone's a bit sad. Dynamos have no idea.

Dynamos are too busy coming up with ideas to care about how the team feels. So what you need in your team is you need a tempo. You need to make sure your tempo, if you're not the tempo yourself, you need to make sure your tempo is your best friend.

Because they're the person that's going to be like, hey, have you had a chat with Lucy recently? She's feeling a bit down. Oh, thanks, I'll go and have a chat with Lucy.

Hey, I don't know if you noticed, but Ross is a little bit feeling like this, or he's just had his nephew's birthday or something, whatever it might be. They're in with the team. And the reason for that is because tempo's whole mission in life is to serve.

I want you to think in this example of Nelson Mandela, or even Mother Teresa, actually. So it's to serve. Tempos are really calm when it comes to actions.

They can be really calm. And when everything's going wrong, they just go, right, well, what do we need to do? And the way that they get out of it, they just say, what do we need to do now?

And what's the next step? And what's the next step? And what's the next step?

And they can't see 10 years out. What they can see is what's the next step, what's the next step, what's the next step? So what they do is tempos and steals both build from the ground up, and dynamos and blazes both go top down.

So when we think about our business plans, and we think, well, what are we doing in 10 years' time? Dynamos and blazes are like, yep, I've got an idea already. Question?

Yeah, you, question. No, sorry, I think I messed it up. Yeah, so dynamos and blazes, they look at things from the top down, and tempos and steals from the bottom up.

Let me explain that. So when you're talking about your 10-year plan, dynamos and blazes are like, yeah, I know exactly where I want to get to in 10 years. I don't know how to get there.

I don't know what I'm going to do in the next three years, but I know where 10 years looks like. Does that make sense? You guys are laughing at the back, so you know.

Tempos and steals, we go, 10-year plan. I don't know what I'm doing one year from now. I know what I'm doing today.

I know what I'm doing tomorrow. I can build up to it. I can do this week.

I can do this month. I can, once I've done this month, then I can do this quarter, and then I can start thinking about this year, et cetera. But 10 years is just too far for me.

So you'll find when, you know, they always say, like, you need to have your 10-year plan so you know which direction you're going in. Very easy for dynamos and blazes, very, very difficult for tempos and steals. And that's why, again, in your teams, you want to make sure you have all of these people, and I'll show you in a little bit about what my team looks like and how I make sure that my leadership team has all these energies in it so that we can make the most of their skill set.

Tempos also, again, get lost in activity quite a lot, yeah? So you give them a task to do, and they're just, boom, just banging away doing it, and forget about the rest of the world, forget about what else there is to do. They're just banging away doing that one thing that they need to be doing, because they're really good at rolling up their sleeves and just getting stuck in.

With steals, steals, as we said, are all about details and data. They love numbers, they love making sure that the I's are dotted, the T's are crossed. They're very meticulous.

Steals very, very rarely miss things. Steals are also thick-skinned. What do I mean by thick-skinned?

I mean that steals are a little bit less sensitive than the rest of us. They don't really, like, things don't affect them when you say things to them because they don't really care. They think about the facts, the figures, the data, and the details.

They don't really care about feelings so much. Blazes, feelings, all feelings. Steals, who are the opposite of blazes, are all about the detail.

As we also said, typically steals tend to be introverts as well, which is why when they walk into a room of networking, they go, oh, not for me. So steals are more introverted, and blazes are more extroverted. As a result of that, steals like to work alone.

Guess what? They don't like to be in big groups. The other thing that I've learned the hard way is steals hate being put on the spot.

If you're in a team meeting or a Zoom meeting with a team or whatever and you say, oh, I've got a good idea. Let's do an introduction. I want you to say your name and your favorite superhero.

Steals are like, oh, I don't know. What's my favorite superhero? I don't know.

My steal members of my team always say, can you just give us the instructions the day before so it gives us a day to think about it. Your favorite superhero, I'm asking you. There's not that many.

Just choose one. It's okay. But steals get really edgy about that stuff because we haven't given them the time to think about it.

Whereas dynamos, they've got 20 superheroes that they know about already. Here's my superhero right here. Mark Zuckerberg?

No. Steals can also be very overcautious when they're looking at doing things. They're not risk takers, generally speaking.

And I'll tell you about why I'm talking about generally speaking in a second. Because when we talk about these four personality types, there isn't four personality types. There's actually quite a lot of personality types.

This over here is the wealth dynamics profile. So a lot of you would have done the junior shoe profile, but this is the wealth dynamics profile, which is the paid version of the junior shoe profile. How many of you have done the wealth dynamics?

Yeah. The anchor's run away, but we'll get you a link. And actually, a little tip for you.

If you go to Google, type in wealth dynamics, chat to them, and say to them, hey, I want to buy five tokens. Because by the end of this, you will buy five tokens for your team. You can get them for $50, I think it is.

But on the website, they charge $99. So you can get them half price if you just chat to them on tap. But you have eight profiles in the wealth dynamics.

And the whole point of wealth dynamics is it just gives you more detail. So it doesn't just say, oh, you're a dynamo. It says, what kind of dynamo are you?

Are you a creator, which is like full on ideas? Are you a mechanic, which is about ideas but improving old ideas? Or are you a star, which is like ideas but on the people side of stuff?

So like, how can we take these to the people? I mentioned earlier... Yeah.

V and L is... I think it's... The question is for virtual, what is V and L?

V is value and L is leverage. So they talk about how to multiply your business. It's by having value and multiply by leverage is how you do that.

But too much detail for today. I mentioned earlier that I'm a tempo. But here's...

I'm going to show you what... For those of you who haven't seen the wealth dynamics, what the wealth dynamics shows you. The wealth dynamics shows you a graph like this.

Sorry, I should sign on this side. So you can see that whilst I'm a tempo, over here, 36%, I'm also 32% a dynamo. And obviously, the whole point is we're not trying to box people.

You're not just one thing. You're probably a mixture of all of these different things. All of you, however, have a primary energy.

And my primary energy is a tempo. So whilst I have a mix of all of these things, the reason why I know my primary energy is a tempo is because when... What you've got to ask yourself is, where do I default to in a crisis?

So just to be clear, this is not what your competence is. This is not what you're good at. This is when shit hits the fan, where are you defaulting to?

And I default constantly to the tempo way of thinking, which is... And I'll give you an example of this, actually. I'll give you the example in a second.

I used to have a business partner in Lifestyle Property Group, and his name was Aka. And this was his wealth dynamics. So I was here, like this, and he was here, like this.

Can you see his is like an arrow pointing towards creator? He's a massive creator. And what happens in relationships, whether it's with your business partner or with your life partner or even your kids or whatever, and actually the same with siblings we were talking about earlier, is that when your business partner or whoever it might be is one side of the coin, you're naturally going to then take more of a role on the other side of the coin.

Like I said earlier, if you are a lord, you'll find the person that you attract to you is going to be more of a blaze person. Now, of course, that's going to annoy you a little bit because they are not like you, but that's what you need in your businesses. And likewise with siblings, you'll find if you have siblings, your siblings will typically tend to be a little bit different from you because you might be one side of the coin and they'll be the other side of the coin.

You're trying to find balance in all of this stuff. So here's a story I want to tell you. In 2018, and I've said this on a blueprint actually, so hopefully it won't be news to some of you.

In 2018, for those who don't know, we're a property sourcing company. And one of the things that we do is we take our fees up front. So we take our fees up front.

And in 2018, we'd taken all these fees up front. We had 60 grand in the bank. We were like, yeah, we've got 60 grand in the bank.

Only we didn't actually have 60 grand in the bank. We had 60 grand on the finance forecast. It says we should have 60 grand in the bank.

But when I looked at the bank, there wasn't 60 grand in the bank. And I was like, why is there not 60 grand in the bank? What's going on here?

I didn't really know how to do finances at that time. And we realised that basically what we'd done is we'd used up the money, we'd used up the 60 grand that everyone had paid us to go and find their properties. But we hadn't found their properties yet.

This is the exact problems that builders have, right? They take your money, they finish the project, then they're like, we haven't got any more money. So they go to the next project, they get the first instalment from the next project, they finish off your project, hopefully, with that instalment.

And so they're constantly chasing the tail. They're constantly behind. Now, as a Tempo, my solution was, right, here's what we're going to do.

We're going to fire everyone, reduce all the costs, and I'm going to go and deliver everything. I'm going to go and do everything. Tempo just works harder.

That's how we solve problems. My business partner, who was the MD at the time, his solution was different. His solution was, let's not work harder, let's think creatively.

And this is exactly what Dynamo is really good at. Let's think creatively. So he said, well, I'll tell you what we're going to do.

And this really, really didn't sit well with me. My attitude to risk as a Tempo steel person is less than his is. He says, we're just going to go and sell more stuff, get more money in the bank, get another 60 grand, and then we'll just deliver it all.

And I was like, but at the time, 60 grand was a lot of money to me. I was like, we're already 60 grand down. This is the most amount of money that I've ever been down.

And you want to go and sell more stuff? What happens if we're 120 grand down? That doesn't make any sense to me.

Anyway, he's the MD, so we ended up doing that. But what it did, because I didn't know about this really that well, we ended up just clashing a lot, and we ended up basically breaking up. I mean, I ended up buying him out.

But the point is that now we're still friends. After a year or so of not talking, we're friends. Why are we friends?

Because I realized he was just a Dynamo, being a Dynamo. And I was a Tempo, being a Tempo. And guess what?

He helped me to realize you don't have to work harder in all the situations. You can actually think creatively. And Dan talks about it all the time.

Whenever you've got a problem, there's always a solution. If you're anything but a Dynamo, sometimes you will see problems. But if you're a Dynamo, all you see is solutions.

You can find a solution. You can find a creative solution. Okay.

And I also want to show you this one as well. So this is me on this side, and this is my wife. My wife's a mechanic.

She's over here, and I'm over here. Now, something interesting about this, first of all, a mechanic is someone who likes to take things apart and put them back together better. So she likes a project.

Exhibit A. But what's interesting about this is that, as you can see, I occupy a little bit of this square, and she occupies, just like my business partner does, more of one specific personality type. She's a mechanic.

But what that means is where she's deficient in these areas over here, guess what I then become? I mould around that. I mould around her.

She moulds around me. That means that she becomes more and more of this side of thing, which is Dynamo and steel. So Dynamo is ideas.

Steel is detail. And guess what I become? I become people and execution.

And specifically, I veer towards this side, and this is a dealmaker. So guess what I did with a lot of my time, especially in the business when we started together, I went and did all the deals, met all the agents, built relationships with the agents, did all of that side of things. And in my business, I was the person that was also finding the deals, doing the project management, all of the things that are down in this corner over here.

And another thing to mention is that your flow can shift over time. Your flow is never going to go the opposite, completely the opposite, but it can shift a little bit. So you all know Adam?

Yeah? What's Adam's wealth dynamics profile, do you reckon? Blaze.

Okay. So this is Adam. A couple of years ago, Adam's a blaze.

It's pretty obvious. He's actually a bit of a blaze Dynamo, or at the time he was. And then, as we know about Adam's dating life, he then had to go and get a girlfriend.

And having to actually take into account other people's feelings was quite difficult for Adam. But over time, he learned that that was actually really important. So here's what he's done.

He's had a little bit more empathy, just tiny, tiny bit about more empathy. And since he started looking for love, he's moved more to a supporter. So less kind of like, let's have new ideas and not care about those feelings, and more about like, let me actually be a people person and have a bit more empathy.

But as we know, Adam still has absolutely zero whatsoever on the steel side of stuff. So no detail, nothing to do with numbers, but the rest of it is all Adam. So you can shift a little bit over time.

Okay. Now let's talk about how to train teams based on the genius you. Okay?

So Dynamos are visual. In fact, I'll draw this out on the board for you. Can you all see this?

Oops. Okay. So we have our square over here, and we have that and that.

We have Dynamo, Blaze, Tempo, and Steel. Okay? Who's looking at this right now?

The Dynamos. I want you to realise, this is how Dynamos take in information, visual. Okay?

I'm standing up there, that's visual, but this is visual. Dynamos are going to remember this picture that I'm drawing up for you, okay? Dynamos are visual.

Blazes, on the other hand, are also visual. You know, we say a lot of the world is visual. Blazes are visual, but blazes predominantly are auditory.

I should probably click the next button. Okay? Blazes are all about audio.

So for blazes, whilst you're watching me do this, and your eyes are watching me, your ears are picking up on my voice right now. And when you recall this information, a Dynamo is going to recall this picture, and a Blaze is going to recall my voice. Okay?

Tempos are something called kinaesthetic, because I won't bother to try and spell that. Kinaesthetic. And what does that mean?

Kinaesthetic means that the way that a Tempo is going to learn about this information is through real-world experience. So a Tempo is going to go and talk to all of you, look at your land. So watch this, in the break time, if you find a Tempo that's got a yellow lanyard, they'll come and talk to a Dynamo, and talk to three different Dynamos, and they'll go, yeah, I can see how they behave.

I can see the pattern in how they behave. For example, and again, lightheartedly, a Dynamo will just, or a Blaze even, will just talk about themselves and not really tend to talk about the other person necessarily. Whereas a Steel, when they talk to three different Steels in the group, they'll go, yeah, Steel's not really giving me much back.

They're giving me one-word answers. So a Tempo is going to figure out how this works by real-world experience. They'll hear me talk, then they'll go and experiment.

A Steel is analysis. So what they're going to do in order to learn this information is they're going to go and read the profiles, the four different profiles, and they're going to read all the facts and all the figures, and they're going to look up all the information online, and that's how they're going to process the information, through words and numbers, through facts. And all the stuff that I'm telling you over here, this is facts, then they're going to go to ChatGPT and say, is everything that Shiv told me correct?

Please can you tell me, ChatGPT? And they're going to go to Google and look up three different websites to find out if they can find the information or not. So this is how you train your team, and the importance of this is if you give your Blaze team member an operations manual and you say, read through that 360-page operation manual, they might say yes to you, but they absolutely will not do it.

Likewise, if you give your Dynamo, if you're a Dynamo and you're trying to brief a Tempo, a Dynamo is going to talk very quickly and be very high frequency, and a Tempo is going to go, that was so overwhelming, like I don't know, that was too much information for me at a time. And you can see the difficulty of this. I'm talking to a room full of you, knowing that the Dynamos are going, yeah, give me more, that's quick enough, and the Steelers are going, that's too quick, you need to slow it down a little bit.

So we've got to talk differently to different people, which is why we do a mixture of me talking, us drawing, the audio, the recordings, and then give you some supporting information and documents that you can go and have a look at afterwards as well. And in Property Entrepreneur, this is how we train people. We said Adam is a Blaze, right?

And how do Blazes like their information? Audio. So what is this?

This is visual and audio. This is Loom video. Who knows what Loom is?

Loom is a video recording tool where you can talk someone through what it is, and therefore, because he's the MD of the company, all of the training that we have is all through Loom on audio and on visual obviously as well. Perfect. Let's now talk about the next one, how to lead like a genius.

Now, whether you like to admit it or not, you are a leader. Whether that leader is in business, or whether you're a leader as a parent, whether you're a leader as a captain, or whether you're a leader just to your friends, in any capacity, you are a leader. And when we look at leadership, Dynamos like to lead through task-based leadership.

They're always thinking about the word what. What do we need to do? Okay?

So right now, Dynamo, task-based leadership, brackets, what? They're really good in the startup phase where no one knows what to do. They can think about what to do.

Blazes, they like to think about people, so they're people-based leadership. Blazes like to think about the word, brackets, who. Who's going to do this?

Who's going to help me on this journey? Like we said, Blazes are all about energy and drive and motivation. Blazes like fun and social and connection, so they always think about who.

And they're really good in the expansion phase. Once we know exactly what we're going to do, Blazes can then go and say, let's go and get these people on board so we can go and blow this up. We then have tempos.

Tempos are activity-based leadership. And in brackets, you can write when. Tempos are thinking, when do we do this?

Tempos, we said, are sensing, so they're always about, like, let's get our hands stuck in and let's lead from the front. And like I said, they're very good in the moment. So if you want something done, you go, here you go, tempo, and they go, right, perfect.

Boom, boom, boom, boom, boom, boom. They just got to get it done. And they're very good in the norming phase of the business.

So once we've grown the business and we want to normalize it and make sure that we have a good level of service, everyone gets the same level of service, standardization, tempos are really good in that side of the business. And then steals are really good. They're database leadership.

And then in brackets, you want to put how. Like, how can we make this better? How should we be doing this?

And when you're talking to a steal, they don't want a sales pitch. They want the facts and the figures. I said to, Josh voicemailed me about a month ago, and he said, Shiv, I need your help.

I said, what's up? He said, I'm trying to sign up this new client for UFD, and I've given him all the information. And I know he's got a great business.

I know that we can make them tons of money. But he's just, like, taking his time a little bit. He said, this person's a tempo.

I know you're a tempo. What should I be doing? I said, I know the answer instantly.

I said, Josh, you're selling them the upside. Tempos and steals don't care about the upside. Blazes and dynamos care about the upside.

They can be sold a vision. Tempos and steals care about minimizing the downside. Take away the risk from me.

So I say to Josh, what you need to do, Josh, is say to him, say to this person, we know that we can give you this much value. If we give you half that much value, would that be good for you? Yes.

Perfect. How about this? I will guarantee that I'll give you half the value.

And if I don't, you can get all your money back. For a tempo and a steal, it takes away all the risk, and they buy into that. So can you see that when you're doing anything in your business, specifically if you're selling in your business, if you know who your client is, if they're a dynamo and a blaze, they get sold the vision and the excitement and where their business could be.

They maximize the upside. And if you're a dynamo and a steal, we're just minimizing the downside. How can we give them guarantees?

How can we give them all of that stuff? Dynamos, bonuses. Look at all these bonuses you're going to get.

Flashy, spidey things. Brilliant. Tempos and steals, right, it's this much money.

This is the discount you're going to get. Here's the numbers. Okay.

And then the other thing to talk about is that when we put together an org chart of all of your team members, it's useful. Even at this stage, some of you may have big teams. Some of you may have no team whatsoever at the moment.

You want to draw out the org chart of every single role that you're going to need in the business, and you want to say, let's predetermine which profile we need in each of these spots. So I'll give you an example. So obviously the person, and this is probably wrong, not something that's a managing director, but more like the visionary, the person who's come up with the ideas, they obviously need to be dynamo.

Okay. Then we need, your EA should probably be a steal or a tempo. A steal is someone who loves getting on with retrospective work.

No time limit, just give me a deadline, I'll do it. Don't stand on top of me all day long telling me, micromanaging me. Just give me a task, give me a deadline, and just let me get on with it.

Okay. So a steal is like proactive work. Tempo is like reactive work.

So we know that when you've got a property portfolio and you want someone to manage it reactively, like this has gone wrong, this has gone wrong, this has gone wrong, tempos are really good in that sort of place. An example of this would be, have you heard of the game whack-a-mole? Yeah?

Whack-a-mole, whack another one, whack another one. This is a tempo trait, right? Tempos are here going, give me the next one, give me the next one, give me the next one, give me the next one.

Tempos are whack-a-mole people, and that's what you want to be looking at. Now what you'll also see is that this level of people, so my heads of departments, they're all effectively dynamos and steals. So dynamo, steal kind of mechanics.

Why? Because their job is to come up with what are we going to do and how can we make it better? What are we going to do, how can we make it better?

They're not doing this stuff, they're just thinking about using their brain, what are we going to do and how can we make it better? The tempos and the blazes are more generally speaking the people that are doing this stuff, or even if you're like the low steals. So if you remember the bottom left-hand corner was an accumulator, that's who we're looking at.

So you'll find that at this level we have dynamos and steals, and then you can see a lot of the other level are the people that are going to go and do stuff, which is usually like tempos, blazes and also steals. And of course, sorry, just one thing to say there is that, like we said, you don't have to be 100% that one thing. So for example, people say your project manager needs to be a tempo, and whilst that is 100% true, when you do your wealth dynamics, sometimes they might come out as a blaze.

That's why you need to do the wealth dynamics to find out exactly where they are. And like we said, no one's going to be one thing, they're going to be a mix of different things. So there might be a tempo, but with a blaze in them.

Like me, I'm a tempo, I've got some dynamo in me. The last one is how to live like a genius, and this is all about living your life by design. In order to live your life by design, we need to build a life that reflects your flow and reflects your profile.

So, dynamos. Dynamos tend to, they need freedom. The freedom to grow.

That's what dynamos are looking at. They need space and they need no limits. That's why they're really good at being the visionary for a business.

Not implementing stuff in a business, but just going, we can do this, we can do this, we can do this. Ideas people. Don't bind them, let them grow.

And they'll be really, you'll know this of yourselves if you're a dynamo, you'll be really disheartened if someone's putting limits on you. If someone's saying to you, right, you're on the motorway, you can only go 70 miles an hour. But I've got a fast car, I want to go faster.

Tempo's in steel, 70, that's the rules, we've got to follow the rules. Dynamos are also excitable. Blazes.

Blazes need variety to glow. Blazes, we know, get bored easily. And if you don't give blazes variety, their fire's going to go out.

So, if you keep a blaze in a tempo or a steel job, they're going to get bored and they're going to just hand in a notice because they're not getting enough variety in their roles. Blazes also need to be surrounded by people. My brother, who was also an entrepreneur a couple of years ago, he went travelling to, I think it was Canada, for two years.

And when he came back, it was like, he's my younger brother, it was time for him to get a proper job and all that kind of stuff. And he wasn't really, he was messing around for ages and he was trying to get his weight under control and all that stuff. And I was living in Leeds at the time.

And I said to him, why don't you come and live in Leeds with me? Because I'll be a good influence on you. So, he came to live in Leeds and it was fantastic because he was going to the gym every day and he was getting on with his work and all that kind of stuff.

But after being there for two weeks, no, three weeks, he was like, I think I'm going to go back down to London. I said, why? Because there was no one in Leeds that he knew.

He needs to be surrounded by people that he can go and meet all the time. And now he lives in London and he goes and meets all his friends all day, every day. I don't know how he gets any work done.

But this is a Blaze trait. Blazes also, some Blazes, like to be the centre of attention as well. So, you need to watch that one as well.

In your teams, they're really good. In our teams, OK, here's something I just told my PA yesterday. When we have team get-togethers, it's really important that these two, three people attend.

Why? Not because they're heads of departments, because they're the Blaze. When you're the Blaze, the team is all going to have a better time if the Blazes are there.

The team's not really going to notice if the Steelers aren't there, but the team is definitely going to notice if the Blazes aren't there, OK? So, we have a social secretary, she's a Blaze, it's definitely worth noting. Tempo.

Tempo is all about connection. I know this from experience, is I need to feel part of something. I don't want to be left alone.

And as a result of that, I need regular catch-ups, I need regular rhythm. And I also want to be, like, regular. So, I want to have, if I'm going to have a meeting with Bianca, for example, I want to have a meeting every Monday, I want to have a meeting with Bianca, or every once a month, or whatever it might be.

I don't want it to be on a Monday one month, and a Tuesday next month, and a Wednesday the next month. I want it to be the same time every single time, and very regular like that. Tempos need to feel that connection, so they ultimately just want to feel loved.

They want to feel like they're part of something. And then finally, steals. Steals need certainty to know.

So, steals are all about security and certainty. We already mentioned that steals don't like risk, and we also said that steals want to, here's the process of what you need to do, you've got to get it done by this deadline, thanks very much, I'll see you later. Just leave them alone, let them get on with the task.

Once they know exactly what they're doing, and they know when they need to do it by, they can crack on and do that. And that's what it is, we want to build our entire life around that. Final one then, so how to love like a genius.

So, dynamo. A dynamo is going to be, they need thrill and excitement in their love life, in their relationships. The dynamo is the one that might forget your birthday, but if they forget your birthday, and they know that they've forgotten your birthday, they're going to do a grand gesture, they're going to have fireworks to make sure that they make up for it.

Dynamos are also very spontaneous, so they might be like, oh, I forgot the birthday, but don't worry, tonight it's your birthday, we can go out, we can do something. Unlike steals and tempos, they're like, I forgot your birthday, it's too late now for me to organise something, dynamos can do stuff on the fly. Blazes, they like fun and excitement, they like to put on a show.

Blazes like high fives, blazes like hugs, blazes are touchy-feely people. And like I said, in relationships, generally speaking, blazes are the ones that have all the connections. A blaze might be the person that knows their family members, but they also know your family members more than you do.

Oh, it's that person's birthday, how did you know? That's my family. Blazes like to talk a lot, and blazes also, you'll see them all over Instagram.

You know how you see Adam in his new haircut every day all over Instagram? This is what blazes like to do. Here's me in Bali.

Tempos, how do tempos like to be loved? Tempos like care and compassion. They care about other people, and that's why when people are feeling a bit sick or not feeling so good, they can sense it.

They go, hey, what's going on? I know something's not right here. They're very caring people like that.

They're empaths, they're empathetic. Tempos know what to say, when to say it. They're very good with timing, and that's really important when it comes to...

Tempos will never miss your birthday, normally because they've diarised it. I diarise everyone's birthday, just so you know. And then the last one, steals, we know in a relationship they need comfort and reliability.

Steals are very, very loyal, but they are slow to drop their guard. So if you're in a relationship with a steal, or if you're a steal yourself, you will know yourself that it's more risky for you to get into a relationship, so you're just like, I'm just going to stay here. I'm going to make the best of this situation that I'm in.

Dynamo's are like, next relationship, next relationship. I'm sure there's something better out there for me. Steals, like we said, they don't like risk, and sometimes in a relationship, steals can be the fun police.

Who knows what I'm talking about? The fun police, yeah. Sometimes steals can be like that.

But there's some downsides of these as well. Just to quickly write these ones down. So for Dynamo, the downside is they can get lost in the dream.

They get lost in the dream of what the relationship should look like. Blazes, they get instant gratification, and they forget about the long term. They want instant gratification right now.

Tempos tend to lack creativity. So tempos will go to the same restaurant over and over again. I'll tell you a little story that's got nothing to do with love, but I did, who knows what RNT is?

The RNT program? Okay, the RNT program is the fitness program that we used to do as part of Property Entrepreneur, and it's like body transformation, get a six pack, et cetera. I did that in 2017, and I had a playlist in 2017.

That was what I did my whole RNT to. Guess what I listen to today in the gym? The same playlist.

The same playlist. During RNT, I used to eat oats for breakfast, chicken and rice for lunch, salmon and rice for dinner. Guess what I did for three years?

After I left RNT, I did this for three years until my wife was like, listen, we need to move away from this chicken and rice stuff, okay? Because we're just very consistent. If you don't tell us to move, we won't.

We'll just keep doing the same thing over and over again. And steals are, they see risk instead of opportunity. That's their downside sometimes.

So it's like, let's do this new thing. Well, no, hold on. Let's just go to the thing that we already know.

We already know what we're doing. And how many of you have heard of love languages? Love languages?

So we know that there are five love languages. There's quality time, which is spending time sitting... One of my wife's love languages is quality time.

She loves sitting with me on the sofa watching crappy TV. She loves it. She thinks this is quality time.

For me, quality time is having deep conversations about something. Nope. For her, it's just sitting on the sofa because we're spending time together watching The Only Way is Essex or whatever it is.

Then we have gifts, obviously. We know what gifts are. It's like, I'll give you something.

And for gifts to work, they've got to be... Or for people who like gifts, they don't even have to be thoughtful. They just want stuff.

Then we have words of affirmation. I'm a words of affirmation guy. I think I realize that this may not be true.

This is just my experience. Men, in general, like two things. Words of affirmation, physical touch.

This is mostly... That's what I've found. Words of affirmation is, I want someone to tell me constantly that I'm the best, that I'm the best, that I'm the best looking, that I've done the best job, that I'm amazing, I'm a puppy.

I need that praise. We then have acts of service. Acts of service is things like doing the washing up, taking the bins out, the boy jobs that I've got to do.

You will not believe me when I tell you, in my diary, every Thursday at five o'clock, it says, take out bins. Because it's one of the things that I've got to do. And if I don't have it in my diary as a tempo, I just won't get done.

Put it in my diary. Likewise with date nights and things like that, they're all in the diary. Acts of service.

And the last one is physical touch. And obviously, this doesn't... For those of you who don't know, it doesn't have to be just in the bedroom.

Physical touch is just like, okay, we're sitting on the sofa together. Can I put my hand on your feet or whatever it might be? Now, remember, all of this stuff that we're talking about is two ways.

It's giving love and also receiving love. And your love language for giving might be different from your love language for receiving. One of the things I heard last week on Instagram was, your love language for receiving is what you didn't get as a child.

Ooh. There's a couple of people here that are processing that a little bit. So it's what you didn't get as a child, that's what you now want.

I didn't get told that I was amazing and I didn't get physical touch as a child, so probably. So all of this stuff that I've just talked to you about, love languages, is also true at work. Everyone at your work has love languages.

Some people like to receive gifts. Some people don't like to receive gifts. Some people actually just like to be told that they're doing a good job, words of affirmation.

Some people need physical touch. Now, remember, work, we've got to have a boundary. But you know, I get together and stuff, it's okay.

But the reason why this is important is because last year, there's a team member that I had called Lucy. Lucy's amazing, does an amazing job all the time. And she did this amazing project, I can't remember what it was, but she did something and she deserved a reward.

And so I thought, right, I'm going to go and buy her something. And she was talking about having a haircut, and she was like, oh, you know what, I'm going to have a haircut my best. I was like, right, that's brilliant.

So I bought her the best haircut place in Nottingham. I can't remember what it's called. Best haircut place in Nottingham, 90 pound haircut, 90 pound haircut.

Lucy got the haircut last week, a year later, because I've been chasing her to get the haircut for so long. She was like, I better go and do it now. She went and got it last week, but she hasn't had it this entire time, because guess what, her love language is not, it's not gifts.

What she wants is for me to just be like, well done, you're amazing. That's all she wants from me. It doesn't have to involve money, but once you realise that, I would highly recommend go through your entire team and go over the course of the next couple of months, what are their love languages?

What I also do, a bit creepy, is I keep a little notes list on my phone, and when someone says to me, oh, I love steak, I go, steak? There's a team member called Sarah, we were chatting the other day, she sent me a picture of her food, I don't know why, I sent her a picture back of my food, I was cooking a steak. She goes, oh, I love steak, steak's my favourite, blah, blah, blah.

I was like, perfect, let's put that on the list, because the next time she does something good, guess what she's going to get? Steak thrown in her face. Okay, some lessons now to take into your lives.

So, dynamos, dynamos are great, so this is a little bit like repetitions, bringing it all together. Dynamos are good at visioning and starting, visioning and starting, but they are really, really bad at finishing, and you want to think of them as the spark, not the fire. The spark is the thing that gets it going, the fire is the thing that burns consistently.

They're not the fire, they're the spark. For a dynamo, their winning formula is innovation and creation, how they innovate, how they make new things, how they create stuff in their head, and their losing formula is timing, service, and being sensory, like keeping their feet on the ground. They're more head in the clouds people.

Their opposite is tempos. Now, this is obviously very clear when you look at the dynamics. Dynamo, the opposite is tempo.

Blaze, the opposite is steel. So, dynamos are really, really good at ideas. Blazes, blazes are great at conversa...

Oh, too quick. You know who's saying that, isn't it? Got it?

Take a picture, guys. Okay, next one. Blazes, blazes are great at conversation and communication.

We know this already. They're on the phone all day, every day. That's what they like doing, talking to people.

But they're really, really bad at detail and analysis, like we said. Blazes tend to skim read everything. They've never read a book from cover to cover.

Blazes, is that right? Yeah. Yeah, it's like, give me a book to read.

Like, yeah, can we read the introduction, the conclusion? Can we get a video that shows us what this book's about, please? Yeah, audio book, yeah.

The audio book's definitely the one. Right, winning formula for a blaze, magnification. How do we make things bigger?

Energy, people. How do we go and grow the idea that the dynamo has had? So, you can see how the dynamo has the idea first, which is the spring season, and then the blaze goes and grows it, which is the summer season.

Their losing formula is calculation. They need clear instructions, and then they can go and scale it. If you say to them, yeah, cool, can you just go and work out how we're going to do this?

They're like, no. If you say to them, look, I need you to do this, this, and this for this many people, they're like, brilliant. I know exactly what I'm doing.

Let me just go in and do it. And for blazes, the opposite's for steel. And the mantra that I want you to take away for blazes is revenue, not profit.

Revenue, not profit. They're all about the top line. They're not about the bottom line.

Top line revenue, how can we make things bigger, better? How can we get this out to more people? They're not thinking about whether this is going to make more money.

They're thinking about how can we get this out to more people? The blazes are thinking how to get out to more people. Yeah, so the question was, is it the blazes that are thinking about how can we get this out to more people or is it the steel?

It's the blazes that are thinking how to get this out to more people. The steels are the opposite of the blazes. So, the steels are looking at the bottom line profit, the blazes are looking at the top line revenue.

Okay, tempos. Tempos are their winning formula. They're great at being calm, being grounded, doing activity, being hands-on.

Tempos are really, really good at being emergency services workers, yeah? Emergency service personnel, when they're sitting there and everyone else is losing their head because, you know, your limbs have popped out of your body or whatever it might be, they're like, right, we've been trained for this. What do we need to do now?

What's next after that? What's next after that? The way that I think of tempos is a conveyor belt.

It's like, what's next? What's next? What's next?

What's next? What's next? I've got the end.

Perfect. Let's go to the next one. Start again.

Next, next, next, next. They'll do the same job over and over again. They never get tired of it.

They just love doing a great job. What are they bad at? Innovation and strategy.

If you say to them, listen, I want you to try and figure out what the next move is for our company, can't do it. If you give me a blank piece of paper and ask me to come up with a plan, no idea. If you give me a plan, I can execute it really, really well.

You will not find a better executor. In fact, one of the jokes I make all the time in the Blueprint events is when Dan used to do his pictures, he used to do them with a sideways tilt on his phone. I don't know why.

He used to do them. I don't know why he does that. I don't care why he does that, but I know that he's the guy that I'm following, so I'm going to do that too.

I'm going to turn my phone sideways and take a picture of myself sideways. I don't know. We don't know what we're doing.

We just need to follow people that are doing it because we know that we can execute better than they can. Our winning formula is timing, and our losing formula is creativity, and the opposite is obviously the dynamo. The opposite of a tempo.

The negative in terms of love. The question was, what are the negative in terms of love for a tempo, and the answer was creativity. Sorry, you're right.

To be creative, like coming up with day ideas, I can't do this. I don't know. I always ask my wife, what do you want to do?

It makes a difference that she's a foodie anyway, so she likes food, so she'll choose all the restaurants. Tempos are not ideas, people. We don't come up with ideas.

What I always used to ask is, when I was thinking about my business, I always used to ask, WWDW. No, WWDD. What's WWDD?

What would Dan do? Dan was the head of the board. He was the mentor.

What would Dan do? That's what I would then go and do. If I didn't know, I'd go to private mentoring and I'd ask him.

The steals. The steals, they're really great at calculation detail in systems. They're really organised.

They're really good at making profit. Once we've got the revenue there, then they can go make the profit. That's why we said it's, like I said, it goes round in a circle.

You start with a dynamo, the blazer goes and grows the business, the tempo goes and makes it standardised, builds a service, makes sure it's a good level of service, and then once you've done that, the steals are like, right, how do we go and squeeze the pips? How do we go and make the money? How do we go and increase the profit?

What's bad about them is they don't like small talk. They don't like constant communication. Their winning formula is multiplication.

It's not about magnification, making the thing that you've got bigger. It's about multiplying the thing that you've got. In our business, we started off doing 12, no, it was four properties the first year.

Then eventually, once we've got a steal, we're like, right, well, we know exactly what we're doing. Let's just multiply. Let's just do 100 of them.

Next year, we'll do 200 of them. The year after, we'll do 500 of them. We'll just keep buying the same property, not a different strategy, not a HMO.

We're just buying the same property over and over again for new customers. Their losing strategy is communication, and the opposite of a blaze, we know, opposite of a steal, sorry, is a blaze. Top tip, don't send your steals networking.

They will not like it. Okay, so now you've got the inside scoop on the Wealth Dynamics profiles. The question is, what's the best profile?

Anyone know? Tempos, steals, whatever? Do you want me to show you what the best profile is?

Okay, when you are a small business, this is the best profile for you. This person here, this is the best profile. Why?

Because they have a bit of everything. They are what we call in small business, a Swiss Army knife. They can do everything.

What you need in your team is a Swiss Army knife, trust me. If you're a small business and you don't have a big team yet, you need a Swiss Army knife. As Rachel said, don't hire the first person you get.

Go find yourself a Swiss Army knife. Now, it does involve having to do the Wealth Dynamics test, which costs money, but these people are absolute superstars in your business when you're starting off. Perfect, so Wealth Dynamics is really, really important in building a dream team, and for us, we don't do any of our recruitment without doing this Wealth Dynamics test.

We did the genius you test for everyone, and then when we whittled it down to the last two, we'll then do a Wealth Dynamics test, et cetera. Now, having done this so many times, we have no exceptions to this rule. If you're a dynamo and you're applying to be a project manager, I will not hire you.

I will not even consider you. It's unfortunately just the way it is. People say, yeah, but is there a possibility that the dynamo could be a good project manager?

Probably, possibly, but I don't want to take the risk on that. I know that dynamos are really good at creating, and project managers should be really good at just getting on and doing stuff. So, from experience, don't have exceptions.

Just do what this is telling you to do. Okay, so in your teams, remember, dynamos are going to be the founders, the people that come up with ideas. Blazers are going to be the sales guys, business development guys.

Tempos are going to be your project managers, your customer service people, and your steals are going to be your head of finance, head of process, like creating processes, et cetera. Yeah, so dynamos are going to be your founders, innovation. Your blazers are going to be your sales people and business development.

Your tempos are going to be your project managers and your customer service people, and your steals are going to be your head of operations, or your head of finance, or your head of processes. And remember, the important thing here is that we have competence. Anyone that we get to apply for the job, we need to look at their competence, of course, but what we always do is profile first, then competence, then culture fit.

Three steps to hiring. Profile first, I want to see that your flow is the right flow for this role. Then I want to see whether you've got the experience and the competence to do this role, and then I need to know that you're also a good culture fit for our culture.

Okay? Here's my team, just very briefly before we finish, because we're a little bit over. This is my team.

Sorry, this is the leadership team that I have, and you can see my leadership team, I have a little bit of everything. Why? Because I want all the different energies.

I want all the different inputs when we're talking about what we're doing, and how we're going to do it, and what we're going to be doing. This is the marketing team, sales and marketing team. Sales and marketing team are, generally speaking, kind of more on this side of things, so they're more dynamos and blazes.

A couple of little bits of tempo as well, because we need to get on and do stuff, but they're like the ideas people, the people people, how do we get this out to more people, right? That's what we need in marketing. How do we get it out to more people?

Then we have the delivery team. The delivery team are mostly tempos and steals, so you can see they kind of fit in this kind of section over here. We have these guys, they're viewers.

They're our viewers. Sorry, Jackie's our viewer and David's customer relationships manager. The viewer's job, go out, meet agents, and get them to sell you the property, rather than selling it to other people, so building relationships.

Customer relationship manager, guess what? Names and the title. Yeah, the names, you know what I mean.

Customer relationship manager, his job is just to build relationships with the customers. That's all he does, all day, every day. Finance team.

Finance team is steal and tempo, so this is the full team there. You can see they're spread out. This is the whole team, they're spread out throughout the whole thing, covering all bases.

Yes, sir? Can we get the mic, sorry?

[Speaker 8] (1:44:38 - 1:44:38)

Yeah.

[Shiv Haria] (1:44:39 - 1:44:44)

Oh, flipping hell. I'm wearing a tight suit, so I can't really put my hands on.

[Speaker 11] (1:44:51 - 1:44:57)

Don't tell them that, Bianca. You said to me that you can't tell. Now they can.

[Speaker 9] (1:44:57 - 1:45:08)

It's the suit's fault. Yeah, go for it. As far as the love side of it, is there a very simple sort of list of like, for a dynamo, this is the perfect compliment person, for a blaze, this is?

Do you know?

[Shiv Haria] (1:45:09 - 1:45:31)

I don't think that there's an exact mapping, and I think that ... I know what you want, so here's what tempos are going to do now, tempos amongst you. They're going to go, let me go and ask 10 people, and let's see what their answers are, because they're keen aesthetic learners, and yeah, you want an audiobook, so we'll see if we can find you an audiobook to learn the answer, but I don't think there's an exact mapping like that.

[Speaker 8] (1:45:32 - 1:45:32)

Yeah.

[Shiv Haria] (1:45:33 - 1:46:25)

Cool, and the final thing to say, and this is really, really important, when you choose your team, if you're one person, you need to find which profile you are, so let's say that you are a star. Here's what you need to do. Write this down.

If you're a star, you need to skip one, pick one. This person's going to be the second person in your team, and then skip two, pick one, the third person in your team. When you have a team, you go from one straight to three.

You don't go two, you're one to three. Why? Because like a stool, you need to have three legs for it to balance.

So if you're a star, skip one, pick one, skip two, pick one. Okay? Figure out what you are.

Skip one, pick one, skip two, pick one. Okay, questions? Blown your mind.

Yeah, get there. Time for one more question, okay?

[Speaker 8] (1:46:25 - 1:46:27)

No, no, no, you're allowed.

[Speaker 9] (1:46:28 - 1:46:29)

It's disease now, I don't want it.

[Speaker 10] (1:46:30 - 1:46:36)

It wasn't really a question, it was just, I hope everyone else has felt personally victimised by Shiv in this session as we have. Good.

[Shiv Haria] (1:46:36 - 1:46:54)

Remember, if you feel it personally, you're going to take it in. That's what you need to remember. Good.

Okay, cool. So really, really great. I hope you've enjoyed that.

I know it's a lot of information that I've just thrown at you, but like I said, write it all down, go through it later, and you'll be able to get it all into you. Did we enjoy that? Yeah.

Perfect. Let's welcome back to the stage, Rachel Dent.

[Rachel Davies] (1:46:57 - 1:51:42)

Oh, thank you very much. Shiv, I just wanted to say you look sharp in your suit, don't worry. No, don't worry too much.

Well, it was a good session. Did we enjoy that? Yeah.

Yeah? Now, we're all thinking about how this plays out in our businesses and how it plays out in our partnerships, because one of the things that has the most immediate impact on you might be who here has a business partner or a member of the family that they work closely with, like a husband, wife, partner, brothers, lots of them. This impacts on us immediately, doesn't it?

Because once we started doing the WellStanding, me and Paul realised why we argue in business, because he has all the ideas, I don't, look, there's absolutely no dynamo in me there at all, but he wants to skip all of the detail and I don't, and that's where the conflict comes in. So if you do the full profile, I know some of you have already done that, but the ones who haven't, I highly recommend that you do, because it will give you an understanding of how you operate with each other. I've seen lots of different types of psychometric testing over the years in corporate and this is one of the best profiling tools that I've ever seen.

It works really, really well. And if you are recruiting and you do find someone who is a good all-rounder, but you're looking for a specific type of person, say it's someone in sales and you need a blaze and they come out a little bit as an all-rounder, you need to do the 80-20 rule. You need to pick their main profile first, because in all reality, I'm a tempo and I am quite well rounded in lots of other places, because I've got more experience.

That tends to happen as we get older, we get more experience in different areas and we learn to become good at other things, but I'm definitely a tempo, that's my main energy. And then for Paul, he's a blaze, absolutely, doesn't like the detail, is absolutely the salesperson, the connector, so go with that main profile, just another thing to help you as you go about your day. And sometimes we get different types of people as well, sometimes a blaze can be a bit more introspective than extrovert and it's the same with all of these profiles, you'll have someone who's more extrovert or introvert and that can impact on how they appear as a blaze, tempo, steel or dynamo, so just something to mention.

And I think, does Gillian Anderson still do partner dynamics? So if you're interested, Gillian, who came into the AI talk recently, if you're interested in approaching her, she does partner dynamics as well, so you can actually go on a course as partners and find out how to work together and how to work in flow more, so that you can get more out of each other, so I just thought that was worth mentioning. Some reading or some listening to follow on from that, this one is podcast episode 165, write this down on your action list, it's about the perfect profile, it's about delegating your workload and as Shiv said, in business, you want people who are different profiles in your business, you don't want everybody to be like you and that's what that podcast is all about.

And then the second one, we went into a little bit of detail, just to finish off you understanding love languages, there is a book that you can read on love languages, I'll drop it into the Facebook community, but the podcast that Dan did, episode 89, write that in your action list, is Speak My Language, so this is how to speak to the different profiles, so that you can get more out of your relationship with them and their relationship with you.

And then finally, Shiv is going to finish this off for you, so how do you put GeniusU in practice in your day-to-day businesses, what if you've already got a team and you want to do the GeniusU, how do you go about that, that adds another layer of complexity in, so he's going to help you put this into practice on mid-week mentoring on the 16th of April, so that's one for you to tune into, please put that on your action list, because that's going to be a really good session that rounds all of this off and helps you.

And then homework, so complete the full Wealth Dynamics test for yourself, offer some key team members and then get everyone in your team to do the free version or you might want someone who's quite key in the business to do the full test, it will be worth you finding out. And then have a look at some tasks that you can delegate that suit their profile, and then make a point of leading or loving by talking your partner, your work colleague or your friends or a member of your family's love language, because it really does work. What we're going to do now, we're going to skip to a break, so I want you back in the room by 11.40 if that's okay, and I encourage you to go for a walk around Belfry, there's spring energy in the air, go and soak up some rays and get a walk in, but I want you back in the room for 11.40, we're just going to go to an earlier break than usual if that's okay. I thought that was a really great session, I thought Shiv was really good, he's got a really big team, he's learning this in practice, he's actually doing it and walking the talk, so let's give him a massive round of applause and be back by 11.40. Thank you everybody.