**PEP 46 Edited\_Transcription**

[Daniel Hill] (0:05 - 30:35)

Welcome to the Official Property Entrepreneurial Podcast with myself, Daniel Hill. On this strip back podcast, we're going to be going behind the scenes with special guests to provide insight and inspiration on all things business, life, and the actual realities of high performance in practice. Success and failure are both very predictable.

We hope you enjoy. Hello, and welcome to the next Official Property Entrepreneurial Podcast. What I'm going to do is I'm going to take you through the three ways to regain control in your life in this podcast, where things like stress and overwhelm get in your way, specifically stress.

I'm going to take you through three different stress solution strategies that you can apply literally any time you experience these challenges to resolve what is otherwise quite an emotional and physiological issue with some basic strategies, models, and solutions to overcome them. I hope you enjoy these podcasts. If you're not already subscribed, click subscribe now to make sure you get a notification every time we release one every Tuesday.

Feel free to share these with your friends and family. This one is going to be one that applies to everybody. This morning, I did a private mentoring call with our Property Entrepreneur board members, and I actually forgot to hit record.

We had a game-changing session talking about how to deal with stress when you end up in a difficult position. Having applied this to two of the six board members on the call, it was clear that more people need to know this information, so not only am I re-recording it for the other board members who weren't on the call, I'm also sharing it on the podcast for one of the first times ever outside of the boardroom because I genuinely think everybody needs to know how to use this. Stress is a probably well-experienced, well-known topic, and people have the ability, approach, and experience to deal with it in very different ways.

What I'm going to share with you in this podcast is the three ways to deal with 80% of the self-inflicted stress situations you end up in, and there's only really three of them. There's three of these situations, and I'm going to give you three strategies to enable you to overcome them, to get back control, get back in the driving seat, and overcome that feeling of not always overwhelmed, but pressure and stress. Before we go into this, I want to make a few things clear.

What I'm not talking about here is physical stress, so if you're doing an aggressive weight cut or there's other reasons why you physically or mentally are experiencing stress outside of self-inflicted projects, challenges, and workloads, this does not apply to that. Also, what I'm not looking at here is the other ways that you can increase your tolerance to stress, basically to increase your pain threshold, or even just manage stress effectively. Even the basics, like steps, water, diet, training, health, and fitness, I'm not talking about those things.

What I am talking about here is three stress solution strategies that you can use in real time when you lose control, you get overwhelmed, and you're in a difficult position. What I'm not saying, so I've used these my whole life, and what I'm not saying is I don't have stress. I actually think stress can be quite a good thing, and there's a whole spectrum of stress all the way from a bit of excitement before you go on stage or do a big presentation, all the way to burnout where you physically and mentally can no longer handle the pressure of what you're dealing with.

What I'm not saying is I don't have stress. I think stress is quite good. I think that anxiety, that excitement, that pressure, deadlines get things done.

I do think when your back's against the wall or the gun's to your head, we do tend to perform a little bit better with the right amount of stress. Stress in a good way is like eating a meal that you love and stuffing your face. You love it so much, you stuff your face, so it's a project you really love.

It's a business you really enjoy. It's an experience you just can't get enough of. We stuff our face.

We overcook it, and actually when it gets to the bad point, which is burnout, this is when you lose your appetite. Good stress is like when you stuff your face so much you feel a little bit sick because you love it so much and actually it ends up becoming a little bit, you overwork because you love a project or you overwork because you love a business, and actually you start to work the evenings, you're getting up early mornings, you're missing the gym, maybe it's creeping into the weekends. That's a good excitable stress, but we need to keep it under control and not slip into the bad habits because you want to stuff your face because you love it.

When you, however, lose your appetite and actually it's not fun anymore, I don't enjoy it, I don't want to eat, I don't want to get out of bed, this is rubbish, this is painful, this is unenjoyable. They're the sort of early signs and red flags that you're heading towards burnout where actually time off is a requirement, not a luxury, and you need to get away and disconnect. I'm going to take you through the three situations where you are going to have the ability to use strategic solutions to manage your stress.

That's basically what we're looking at here, and this is 80% of the time when you experience stress in your life, in your ventures, and in your businesses. What I would say is, again, not a disclaimer, but managing expectations. As you go through your professional career as an entrepreneur, you will naturally get better at dealing with stress because in the early days, you take everything personally, everything is an attack against you, you've not faced this before, everything creates upset and emotion, and it really grinds your gears and it can be very sensitive to it.

The hard miles are once you've got a few months, and a few years, and a few decades under your belt, you start to become thicker skinned, you start to realize that actually a lot of this stuff just comes with the territory, and you do just roll with the punches a little bit better. One way that this becomes easier is with time. If you're a young property entrepreneur listening to this, you can't teach experience.

Once you've had the experience and done the hard miles of experiencing the stress, you'll start to become a lot more familiar with it. That's the hard way to deal with it. The smart way to deal with it is learn these three processes.

When you know these three solutions and these three strategies to manage your stress, you become more experienced, you identify the issues earlier, you have the skill set to resolve it quicker, and you can either have the hard experience of doing the hard miles or the smart experience of approaching it strategically. What we want to do through this podcast is teach you, you can either work smart, you can work hard, or the best one, you can work smart and hard. Let's get smart quick, let's do the heavy lifting, let's get some miles under our belt.

The reality is this is easier than you think. This isn't rocket science. I'm not going to give you any psychological or neuro-linguistic hacks to break this down.

I'm just going to give you the basic question and answer strategy to overcome it. The three different experiences you're going to have with stress and how to overcome them, this is what I'm going to take you through. This will apply to 80% of the positions where you find yourself in a difficult place.

The first situation where you're going to experience stress is, and if you think about this quote is, the first one is that stress is created by not addressing something you have the ability to resolve. As long as you're not driving, get a pen, write this down, there's three different ways stress you're going to experience. The first one is stress is created by not addressing an issue or challenge you have the ability to resolve.

Something's gone wrong in your life, there's a problem, there's a challenge, and you're not actually addressing it. That's the first one. The second is you're engaging with something that you actually have no control of.

Actually, you're engaging with something that you have no control over, it adds no value to you, but actually just that level of engagement is creating stress in your life. If the first one is ignoring something and not engaging with it, that might be a problem in your business or an email that's come through or a complaint and something you're not dealing with. The second lot is actually engaging with something that is of no value to you.

There's no need for you to be engaging, it's only creating negative stress, it's bringing negative vibes into your life. You have no control over it anyway, and actually, you shouldn't really be engaging with it. I'll go through these in a bit more detail in a moment.

The third is overwhelm. The third is just pure workload, is despite your best intentions, despite your best ability to plan, a curve ball's come in, it's knocked you off the tracks, and you're just completely overwhelmed and can't see the wood from the trees. 80% of the stress is created by these three completely self-inflicted, completely avoidable situations, and I'm going to give you the solution for them.

Let's approach them one at a time. The first one is ignoring things. Stress is created by not addressing something you have the ability to resolve.

This is basically you're ignoring something. Let's think about what this might look like in practice. You are not dealing with something you have the ability to address.

This could be an issue in your business. It could be a problem with one of your products or your sites or your services. It could be a complaint from a client.

It could be a lawsuit. It could be a failure. It could be not taking care of your diet.

It could be overdrinking. It could be weight. It could be an inbox that's out of control.

It could be a difficult team member you're not having a difficult conversation with. This could be anything in your business or your life, and the acknowledgement here is it's something that's taking place in your life, and rather than deal with it, you've ignored it. What's happened is it's just a ticking time bomb, or like the frog, you know the Brian Tracy analogy of eat a frog every day.

You've got something in your life that's sitting there in the corner. You're turning a blind eye to it. You're ignoring it, and it's just not being dealt with.

What happens is this might start off as a small thing, but mentally, psychologically, emotionally, and probably even practically in some cases, it gets bigger, and it gets bigger, and it gets bigger, and it gets bigger, and this feeling of stress that we're carrying around, stress, obligation, anticipation, anxiety, concerns, all of this emotion builds up because we're not dealing with something we have the ability to, so that's the first type of stress, and the way to deal with it is very, very straightforward, so when we're talking about simple stress solutions and strategies, the simple way to deal with these things is just pull the trigger. Just pull the trigger, eat the frog, deal with the issue, roll your sleeves up, stick your big man or woman pants on, and just deal with it.

You know you've got to have that. You know you've got that email in your inbox. Pick up the phone and have a conversation.

You know that you've got a problem in the business. Speak to the client. Deal with the site.

Book the meeting with the team member. If you can get 20 seconds of courage to pick up the phone, send the message, book the meeting, send the email, just get in front of the problem, grab it with both hands, and deal with it. When you get a decade or two decades into this, you'll start to realize that the only way to, like, you see a problem, you're like, great, logical approach, practical approach, grab it by the horns, deal with it quick.

It is what it is. Let's absolutely run with it. In the early days, you panic about it.

You sweat about it. You have sleepless nights about it. You ignore it.

You sweat over it. You let it get bigger. You let it get more advanced.

You let the issue get out of control. So this is the first one. Stress is caused by not dealing with things you have the ability to resolve.

Have a think now about those things that are happening in your life now. Who's the person you need to have a difficult conversation with, who you haven't booked a meeting with? What's the ticking time bomb you've got with an investor or a client or a business deal you're doing, and you know you need to sit down and have a conversation?

Where's the complaint in your business or the issue or the problem that's just sitting there and get bigger and bigger and bigger, and you feel like the easiest way to avoid it, not even resolve it, the easiest way to deal with it is just to ignore it. Prevention is the best cure in this instance, and roll your sleeves up, deal with it, and I guarantee you, even just picking it up and booking the meeting, 20 seconds of courage will make you feel better. So that's the first one, ignoring things, and the way we sort that out is to deal with it.

Identify it and deal with it. That's it. The second is engaging with things.

So the second lot of stress is where you're engaging with things. So the first one is ignoring things that you have the ability to control. The second is engaging with things you don't have the ability to control.

And what this does is you're letting negativity or things that are outside of your control, or stuff that doesn't even matter, penetrate your thoughts, your day, your emotion, your mindset, and this is not good for you. It's not good for you personally, it's not good for you professionally, it's not good for your business. Think about the things that are taking place in your life that are causing you stress, that you have absolutely no control over in the main.

So this could be things like the news, for example, because we've got the budget coming up. In fact, you'll be listening to this after the budget's taken place. And obviously, I'm hoovering up all of the news, reading the reports, listening to the statements.

And it's the first time I've listened to the news since we had the government lockdown. And we had the Prime Minister's announcement every night, and we have 10-15 minutes of listening to the Prime Minister speak or the Health Secretary or the Chancellor speak, and then 45 minutes of the press just tearing into pieces for the sake of it. And it's so negative.

It's horrendous. It's embarrassing to be, even in the House of Commons today, when I was listening to the Minister be pulled in front of them for basically publishing some of the budget early. It's embarrassing to be part of a UK political system and news and media.

In fact, this is not just Britain, this is worldwide. But the message here is the negativity. That's not how you talk to people.

That is not how you behave. That is not how adults converse. That is not how business is done.

Politics in the House of Commons have no place in the boardroom. It's like you do not behave like that. If you were to listen to that every day and listen to NBC news every single day, or soak yourself into that space, social media, the negative stuff that comes from social media, Instagram, and the highlight reel of how good looking we could all be if we looked as amazing as these people with filters on, all of this negative stuff that gets into your life, negative friends, negative family, negative team members, negative suppliers, negative employees, bad things that just take place around you, you don't have to engage with that.

You choose to engage with that. And what I would recommend is you start to disengage with that. So if you're engaging with trolls, the news, social media, negative friends, family, media, social media, whatever it is, that stuff is causing you stress.

It's making you feel like shit. It's making you reset your aspirations to unrealistic expectations. It's polluting your positive world as a one percenter with the 99% of negativity and restrictions that's holding the rest of the country back.

Do not engage with those things. And what we need to do is if those things are creating stress, you just need to start blocking it out. Don't go into those.

Don't go and deal with those. Leave that WhatsApp group that's full of negativity. Delete that social media channel that's full of crap.

Unfollow those influencers that are making you feel like shit, to be fair. Block all of that stuff out because you can't control it. It has no value with you being involved with it.

And all it's doing by engaging with it is creating stress. So the first one, the first cause of stress is when we ignore stuff, we need to deal with it. The second is where we've got stress that's caused by engaging with stuff, we need to distance ourself with it.

Start to identify in your life. Just think now, who are the people in your circle of space that are causing you stress? And how can you address that?

How can you distance it from it? Where's the news that's creating that negative vibe and energy in your daily life? What do you need to do during this podcast or after this podcast to deal with that?

And who are you exposing yourself to? Whether it's in the public space, like the news, whether it's in your social channels, like your influencers or the groups or the threads that you get consumed in, or it's your friends, your family or the WhatsApp groups. Where are the places that are adding no value, creating you stress?

And actually, you just need to create some distance. Think about doing that. And that's the second lot of stress that we self-inflict on a daily basis.

And then last but not least is the third, which is overwhelm. Now, this is slightly different because this happens to all of us. And it doesn't matter how good you get at dealing with these things.

You will end up in these positions, but it's all about having the tools to deal with it. And the third one is overwhelm. And what we're looking at here is there's both a prevention and a cure.

So the prevention overwhelm is basically where you have those days a week where you get hit by a curveball or you can't see the wood from the trees. And actually, you've got so much work to do. Unfortunately, what we end up doing is less, which is crazy.

You get so overwhelmed. You think, oh, my God, do you know what? I'm just going to have a cup of tea.

I'm just going to flick through Facebook. I'm just going to eat some biscuits. I'm just going to go out for lunch.

I'm just going to flick through social media. You have so much to do. You start sharpening pencils because you just think, oh, you know, I don't even know where to start.

We need to get control back over our workload. And in this third section where stress is created, there's two ways to deal with that. So with overwhelm, the two things I want you to think about with managing workload, and this is the prevention and the cure.

The prevention is avoid panic with workload. So avoid panic with planning. And when you completely fall off the tracks, fall off the wagon, get hit by a curveball, and you lose complete sight of what's going on, can't see the wood from the trees, we replace chaos with clarity.

So let me break this down for you. The prevention is prevent panic with planning. And on Properly Entrepreneur, we teach all of our delegates how to do top tens, how to do Sunday sanity, how to have an annual plan, a quarterly plan, a monthly plan, a weekly plan, an SES, and a daily accountability.

What we want to do is remove panic with planning. If you're one of the 95% of entrepreneurs that just turns up every day, swings the bat, runs on the treadmill, and just makes a living, this is where you need to start. And the first is remove panic with planning.

Get the plan. What are we doing this month? Break that down to what we're doing this week.

Break that down to what we're doing today. Put that into a to do list. Highlight all of the high value, the low value, the key tasks, your top ten for the week.

Use your Sunday sanity planning. Create a whole strategy around how to plan your workload. So remove panic or prevent panic with planning.

Plan your time better. And then we do a thing on Properly Entrepreneur called beast mode, which is literally planning your diary down. When you're in beast mode, planning your diary down to 15-minute slots, planning the week, breaking it down by day, breaking it down by hour, and then just locking in 90-minute slots, work by reward, bang, bang, bang, 90 minutes, cup of tea, walk, 90 minutes, quick flick through WhatsApp, social media, 90 minutes, bang, bang, bang.

Make the list. Scrub the stuff out. Prevent panic with planning.

That's the prevention of the third type of stress. The cure is it doesn't matter who you are. It doesn't matter whether you're you or Dan Hill or Elon Musk.

You can have the best team around you. You can have the best planning of how you're going to do your day. There will be days and there will be weeks and there will be months where you get hit by an absolute curveball, a pandemic, a site going over budget, an investor putting out on you, a planning permission being thrown out, a team member going absolutely either AWOL or making a claim or disappearing out of thin air.

It could be absolutely anything and it throws you for six and it ruins your day, your week, or your month. It doesn't matter how much planning you've done then. When you're planning, your train's on the track and it's running well.

When the train gets hit by a curveball, you're off the track, the train's off the track, you're off the rails, you then can't see the wood from the trees and you're completely overwhelmed in chaos. What we need then is a quick fix. In that moment of panic, whether this is a day or an hour or a week and you completely lose sight of the big picture and the organisation is we need a quick fix to get us back on track, eyes on the road, get to where we need to get to.

What we do here is replace chaos with clarity. We prevent panic with planning, planning things out well. We replace chaos with clarity.

When you're in that chaos position, you just need clarity as to what to do. What we do here is a thing called hot spotting. Now, hot spotting is basically you need a pad and a pen.

My thing always used to be when I lost control, I would go to a cafe or a barbershop, somewhere where no one would disturb me, there's a bit of background noise, I can just get my head down and I'll get my journal out, I'll get a pad out and do three circles. If you imagine like a triangle, a circle at the top and then below it, two other circles, all the same size as if they're corners of a triangle, so three circles. What we need to do is say, right, I've got 10,000 things I need to be dealing with them.

The reality is you've probably got 10 things you need to deal with, 10 things need my attention. I'm a human being, there's only one of me, what are the three highest priorities right now? In this second, if I can only deal with three things, what's the highest priority?

You write the first in the first circle, at the top, the second in the second circle, bottom left, and the third in the third circle, bottom right. You say, right, if I can only deal with three things right now, what are they? They are those things.

It's like, right, great, I've gone from 10 down to three. Now, it's like, right, how do I approach these three things? What we then do is underneath the three circles or underneath the title in the three circles is we write down a list of all the things that need to be actioned to deal with that.

The first one might be investors pulled out. It's like, right, we need to send an email to our database, we need to book investor calls to do shortlisting, and then we need to negotiate terms, then we need to sign contracts, and then we need to transfer funds. Right, that is the solution.

Okay, replace chaos with clarity. There's the clarity. The next one might be a team member's gone AWOL.

You know, a team member's walked out in the middle of the day, says, I'm off, I've had enough, I'm going to work for a competitor, they've offered me five grand a year more, see you later, blah, blah, blah. Right, what have we got to do? Okay, we need to recruit, we need to advertise the role, we need to distribute the workload, we need to fight the fires, we need to understand the work X, Y, Z, and create a list of those things.

And then third is like, what's the third thing that's gone wrong? You might have a complaint from a client. So it's like, right, complaint from the client.

We need to respond with a deadline, we need to, or we need to liaise with the team with a deadline, we need to respond to the initial email, we need to investigate all of the work, we need to summarise the response, we need to respond accordingly, et cetera, et cetera, et cetera. And then what you've got is you've gone from a point where you're overwhelmed and you're medically and physically, or not medically, but you're physically and mentally overwhelmed, and you're looking at your workload and your heart rate's racing, your face is looking red, you're feeling panicked. You've gone from that chaos point to a clarity point.

And you can now see, right, I'm a human being, I can only deal with three things. There's the three things, there's all the tasks. And then what we do is we number them and say, right, there's 18 tasks there across three challenges.

Now what we're going to do is do them in priority order and just think logically. In order for this to play out most effectively, what order do I need to do this in? Say, right, well, that top one, I need to do one there, then I'm going to drop down here and do two, then three across here, four, five, number them up to 15.

And that gives you your 18, however many you've got. And it's like, right, there's the plan. And then it's like being back on the rails, the train's on the track, lock in, in the cave, in the asset factory, in the cafe, in the barbers, wherever, head down, locked in, task one, right, bang, bang, bang, bang, bang, cross it out, right, task two, bang, bang, bang, bang, bang, cross it out, task three, bang, bang, bang, bang, bang, cross it out.

And what you find is it just gets you out of that chaos into that clarity, and you can lock in and just do it effectively. And you can do that as many times as you need until you're back on the track, can resort to preventing panic with planning, and you're back in the game. Hopefully that gives you an insight.

And hopefully that gives you some simple stress solution strategies, like three ways, 80% of your stress is created by those three experiences. The first is ignoring things, the frog getting bigger, you're not taking notice of it, all you need to do is deal with it. The second is engaging with things you just shouldn't engage with.

Things are creating negativity in your life, creating pressure, creating stress, and it's self-inflicted, you don't need to deal with it. Distance yourself from that because you've got no control. And the third is overwhelm.

And the way that we prevent that is we prevent panic with planning. And the solution when we come off the tracks is replace that chaos with the clarity and do that hotspotting. At the end of my end of year presentation this year, the podcast, a couple of podcasts ago, if you didn't listen to it, called Retired at 35, when I actually stepped down at the end of this year and decided to take a year out and retire from the businesses and sell one of our big companies, restructure the other ones and actually retire, officially retire having built my financial fortress.

One of the questions I was asked right at the end by Leon, who's actually one of our, he's the managing director or fellow, one of the co-founders and directors of Ocean Maintenance, which is one of our incubator companies, absolutely flying, doing an amazing job. His question was, what's the single thing that has had the biggest impact for you during your last decade of building this PPNUK? And I said, it's probably not the advice I should give.

And I wish that there was other advice I could give. But I would say the biggest thing that's contributed to my ability to progress at pace has been my ability to process stress and my high pain threshold. There's not, it's not always the best thing and you can go all the way to the level where you can get, you can push yourself to burnout, you can have suppression issues and you can really lose that emotional, sensitive, delicate, softer side, touch and self.

But having the ability to understand how stress is caused, process it strategically and have these simple stress solutions to deal with it. When you have that and you put it into practice and you can recognize it early and you can deal with it effectively, you do that enough over time and your ability to deal with things in the moment with logic over emotion will 100% increase your pace, confidence, ability, success rate, and also just reduce the amount of sleepless nights you have. A lot of this is strategic.

A lot of this is simple. And hopefully these three solutions will allow you to reduce and eliminate 80% of your stress in your life if you can only remember them and practice them. So wherever you write this down, wherever you remember it, whether it's on a white board in your office, whether it's on a notice board on your screen, whether it's in your journal or on your phone, remember these three solutions.

And when you're sitting there in a difficult place and you've been knocked off, you know, knocked off track and you're not feeling in a good place, just revert to these three things. Are you ignoring something? Then deal with it.

Are you engaging with something you shouldn't? Then distance yourself. And are you overwhelmed?

In which case, plan or deal with the chaos by clarity and use your hot spine to get yourself out of it. Hopefully you've enjoyed that. This is one of those podcasts that I think everybody should listen to.

And I highly recommend sharing it with your friends, your family, the team in your businesses, your co-directors, your investors, anybody who's in those high pressured roles, so you can get the best out of them and they can feel their best at all times. And when we do arrive at these pressured situations, we have the logic, the strategy and the simple solutions to actually deal with it. So I hope you've enjoyed that.

There's the three ways for you to regain control with this simple stress solution and strategies. I wish you all the best for putting into practice. Please share it, please subscribe.

And I look forward to seeing you on the next official Property Entrepreneur podcast. Remember success and failure are both very predictable and I wish you all the best for the day, week and month ahead. I'll catch you on the next one.

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