**PEP 68 Edited\_Transcription**

[Daniel Hill] (0:05 - 19:59)

Welcome to the official property entrepreneur 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, hello, hello. It is Tuesday, which means it's time for another official property entrepreneur podcast and spring is in the air.

And today we're going to be talking about how to hunt like a lion. Within that, I titled my year of the 12 hour work week. This has been one of the most challenging things I've had to do and basically try and unpick and unlearn a lot of the good habits essentially that I picked up to enable me to become a high performing entrepreneur.

But now that I'm starting to take my foot off the gas and slow down, it's really hard to try and shake off a lot of these old habits and going into having only a 12 hour work week where it was not previously unfamiliar for me to have a 12 hour working day, it's been a huge shock factor as those good habits, those disciplines, those work ethics, getting up early, doing high value work, getting into meetings, winter hit lists, beast mode, a million miles an hour, adrenaline, just getting stuff done left, right and center.

Putting the foot off the gas then and then actually slowing down and stopping is actually harder than you think. You might think, oh, when you sell your businesses or when you step down or when you semi-retire, it's piece of cake. You open the pina coladas, you put your feet up and you feel like you finally completed it.

In reality, that's just not how it works out in practice and unlearning these habits is quite challenging and as I've gone from a 12 hour working day to a 12 hour working week, I've had to relearn and re-find my flow in the normal day. So what I'm going to do is take you through this today and talk about where I've arrived and what for the first time, this is nearly three months since I decided to step down and take a year off, semi-retirement, sabbatical, go down to a 12 hour working week. I'm three months in and I've only just started in the last two weeks to see the first signs of my new life, my new rhythm, my new flow, my new workload, my new energy and finding that next new sweet spot to take me through the year ahead.

So this is what I've called Hunt Like a Lion and the sentiment I'm going to share in this podcast is for those of you that are working, why working for the weekends? We can talk about work in a different podcast because I have come to the conclusion that the word work is actually really poorly defined in society and actually by default ends up carrying a lot of stigma because there's work you don't want to do, the grunt work, the things you're not good at, the things you just detest and there's work that you love, you know, the passion, the creativity, the drive.

We can talk about that in another podcast but when hunting like a lion, what I'm going to talk about is why living for the weekend is not actually a bad thing and what I want to do here is make sure that we're all making, we're working hard, we're getting things done but we're actually not doing it artificially, we're not mistaking activity for progress and we're not unnecessarily wasting our time, punishing ourselves unnecessarily and pushing this forward.

So in the 12-hour work week that I've set out to do this year, there's been a number of things I've looked at and one of them was around work-life balance and when to work and people talk about work-life balance, you might have also heard people talk about work-life blend which is where actually, you know, work-life balance might be these are your working hours, these are your home hours, strict lines, strict definitions, that's what it is. Or you might have work-life blend, I think Jeff Bezos talks about it where actually your life is your life, your life is your work, your life is your projects and actually it all just blends into one but it does it symbiotically, it does it in a nice way and it's enjoyable and there's no stop and start.

So work-life balance is something that I've tried to work on this year, going from a strict, going from a big working week to a strict 12-hour working week and taking my foot off the gas and basically starting at 10, finishing at 2, Tuesday, Wednesday, Thursday and then being off the grid Friday, off the grid Saturday, Sunday, off the grid Monday and then coming back to it 10am Tuesday. That was where I thought I would start, log in at 10, log off at 2 and then have a three-day week and a four-day weekend. The reality in practice was that didn't work for me and that balance or structure was actually out of balance and I felt that the 12 hours I was working, were working, was all guns blazing, it was just frantic, I was chasing my tail from having a four-day weekend and that didn't really work.

Also, you might think, oh, you know, a four-day weekend, that'd be amazing, I'm going to have so many things to do. If that's the case and you could fill a four-day weekend, then fantastic. For me, it doesn't really suit me.

I like being creative, I like being productive, I like creating things, I like putting stuff up there, I like developing, I like growing, I like exploring things and actually, the four-day weekend didn't work very well for me either. What I realised then is where I started to shift lanes and on Proper To Entrepreneur, I talk a lot about the three lanes of working and if you listen to the Fire Up The Flywheel podcast with the four levels, one, two and three, four is the masochist and when you understand the three lanes, the fastest lane is the masochist lane where you're going really fast, you're breaking the speed limit, at best, you're going to catch points, at worst, you're going to lose your license and this is where we get burnt out. It's where we go, we overcook it, we work seven days a week, we scratch our sleep, we eat rubbish, we skip the gym and that's no good for anyone in the fast lane and that's where I've been for several years. In fact, probably for my whole entrepreneurial journey, nipping in and out of the fast lane and it's not sustainable.

You have to do it every now and again but I'm coming away from that now. I don't want to be in that space unless I have to. So then I jumped over to the slow lane which was four-day weekends, 10 till 2, Tuesday, Wednesday, Thursday and outside of that, no work, no phone, no anything to do with work and the rest was personal.

To me, the slow lane, if the fast lane was burnout, the slow lane is boring. You know, Miss Daisy in the slow lane, two miles an hour, can't wait to get to where your destination is, you're looking around, nothing going on and it's just, it didn't scratch my itch, it's not my flow, I like to be fast-paced, moving, get shit done. So slow lane didn't work for me either.

So then I realized, right, well actually I need to find the middle lane which is fast lane, burnout, slow lane, boring, middle lane, balance and this is trying to find that balance or that blend or that flow and where I started to realize was actually the 10 till 2 works well to be connected because one of the things I do want to achieve is being disconnected from the businesses, restructured all the businesses, re-recruited the teams, reposition people and rebuilt my whole weekly, monthly, annual calendar around being available 12 hours a week. And that's part that I like to keep. I like to be available then, do my conversations, my meetings, my Zooms, my WhatsApps but then outside of those hours, locked off, don't want the bad habits, don't want to be stuck to the phone, that's not happening.

But then what I found is there's other things I like doing, so my creative stuff, my deal sourcing, my deal appraising, buying businesses, selling businesses, investing in businesses, buying property, anything creative, creating new assets for a property entrepreneur, writing a book, things like this. And then that has become a high value element and I thought, oh, that's quite nice because that gives me a balance. I give my high intensity in those 10 till 2 and then the more creative things, I go out to cafes, I go away to hotels, I just do my work on my own and I really enjoy it.

It's at a balanced pace and it's really, really good. And going through this, what I realized is actually my style, and this has been in the last three weeks, is to hunt like a lion. I love being busy, I love being productive but I don't want to be burnt out.

And what a lion does when they're hunting is they have periods of being in the fast lane, nip into the fast lane, get shit done, get your head down, bang, bang, bang, bang, bang, but then they catch their prey, take it back, eat it, sit in the shade and then they settle for an hour, a day, a week, enjoy the calm, enjoy the peace, get motivated again, get excited again, get hungry again and then they go again, then they go hunting. That's the sort of, it's not necessarily the fast lane because there's the sitting under the tree but it's not necessarily the slow lane because it's out there sprinting.

But equally, it's not necessarily a balance, it's not necessarily a blend, it's more of a sprint, stop, sprint, stop. If you're into running, it's more like fartlek training where it's quick, slow, quick, slow and this is a balance that I've started to get to and I've actually really, really enjoyed it. Hunting like a lion is where I've got to and what it means that within those three working days, I'm available 10 till 2, I'm doing WhatsApp, Zooms, really enjoy those, bit of connectivity, keep in touch with the team, be sociable, enjoy that.

Outside of that, Tuesday, Wednesday, Thursday, high value, business development, creating assets, buying businesses, making investments, things like that. But then also, having periods in the month where I do sprints. So for example, Proper Entrepreneur Week, we have our workshops Wednesday, Thursday, Friday in what we call Week 4 and that's always quite a busy week because there's workshops going on, I'm off the grid and I'm on stage and that creates a bit of a backlog.

So that's Week 4 and that's quite a sprint week, lots going on back to back, have board meetings till 8, 9 o'clock at night with the board in the wine room and then retreat off to my bedroom. Friday is back at it again on stage, delivering for advance, takes me lots of energy and effort and focus to do that and then I go back into retreat under the tree and for the weekend, I'm off the grid, I chill out, I don't do anything. Week 1, I basically do a bit of catch up, I chill out, I do everything at a slow pace and I enjoy just a week of breathing, calming down, relaxing and then Week 3 is a sprint week.

So this is a sprint week for me where I've got assets to create, I've got board meetings with our incubator businesses, I've got all the prep to do for Week 4 for the next property entrepreneur workshop, I've got deal meetings to sort out and progress and this week for me is a sprint week and I've got a big to-do list and loads of quick fires and all I'm aiming for is to get done by the close of play Thursday to make sure that then I'm free for the weekend.

And this is where my sentiment comes in about is it's not bad. So there's two things to take from this podcast is one is hunt like a lion, go out, get it, smash it, do a deal and then come back and sit under the tree and the second is working for the weekends is not a bad thing. People say, oh, I can't believe you work for the weekends.

What I talk about here is by close of play Thursday, I want to have my to-do list finished, everyone responded to, all my deals up to date, all my investments checked and updated, everything done and dusted by the close of play Thursday and there's a sprint there and then I can turn off, shut down. If I want to do some high value stuff on Friday, great, but it means I can really relax, enjoy and enjoy the weekend and then come back at it again, hunting like a lion. Weekend, week, weekend, week, week, hunt, weekend, sit under the tree, week, hunt, weekend, sit under the tree.

When you have this on and off mechanism, there's more benefits than are immediately obvious and these are the two things I want to recommend to you today. Five things, why is working for the weekends not a bad thing? Well, the first is on and off.

When you're working, you work, when you play, you play. It's good to have on and off and if you're a blender, you may or may not find that balance. On and off is a great thing.

You know when you start, you know when you finish. If you're working, work. If you play, play.

Don't sit at work wishing you weren't there and don't sit on the beach thinking you should be in the office. First is on and off. If you live for the weekends or work for the weekends, you know where you're on and off is.

The second is that will help to manage your energy levels. You do not want to be constantly driven by adrenaline. It creates stress, it creates difficulties with anxiety.

Equally, you don't constantly want to be chilled because you'll get fat, you'll be hungover, you'll just get lethargic and your momentum will stop. Hunting like a lion is all about energy levels. Fast, slow.

Fast, slow. And this is a really, really conducive way to managing those energy levels. Work during the week, off during the weekend.

For me, it's a three-day week. Sprint, meetings, get shit done. Four-day weekend.

Friday, chill out, go to a cafe, do some high-value creative things like that. Saturday, Sunday, off the grid, fun, social, enjoy it. Monday, writing a book, doing my piano lessons, enjoying a nice, slow, off-the-grid start to the week.

Energy levels is the second. The third is motivation. Now, this might sound, you might say, oh, I don't have any issue with motivation.

Well, no, because probably just because you're so stressed, you're pushing yourself too hard and actually, you're just constantly under pressure because you're not getting stuff done. Motivation is if you work a five-day week and go all guns blazing and then force yourself to work seven days, remember, time off is a requirement, not a luxury. You need time off.

And it's so much easier said than done, but you think, oh, yeah, no, I need to work seven days because I'm a startup entrepreneur. Actually, when I get to points four and five, or four and five maybe, you'll realize it's probably not serving you. So motivation, if you have five days working, you're motivated, you're in it, by the end of it, you're probably a bit tired, you're motivated to get stuff done, want to start the weekend.

But once you've had the weekend, Friday night off, Saturday, chill, Sunday, do some stuff with the friends, the family. Sunday night comes and you've had two days of off the grid, not looking at work, not thinking about work, not being in your inbox, not being on your laptop. It gets to Sunday night and you're just ready to go again.

You're driven, you're excited, you're enthusiastic, you're twiddling your thumbs, you're ready to get at it. And then Monday, you hit the ground running again because you've had that break, you've sat under the tree, and you go out and you hunt like a lion again. Four is productive.

You might think that in seven days, in fact, you may or may not have read studies about working from home or four-day weeks, but there's an argument for four-day weeks actually delivering more work than five days, which sounds bonkers because in this modern day, we believe that time is a calibration of effort. It really isn't. We want to be looking at output and productivity.

Productivity will increase when you have deadlines. If you want to get things done, put a deadline in the diary. Have a little time on your desk, right?

90 minutes, get my head down, quick fire list. If you've not listened to the Get Shit Done podcast, go back, listen to that. List, quick fires, high values, one, two, three, four, five, six, cross, cross, cross, work by reward, have a drink, come back at it.

90 minutes, cross, cross, cross, cross, cross. Deadlines get things done. If you've got a deadline, especially if it depends who you are, but if you've got a deadline, normally things will get done quite close to that deadline.

If you start to say, do you know what? I need to get this done because the week finishes on Friday. You start to say, do you know what?

I'll just do it on Saturday. My partner actually said this to me. She said, but if you start doing that, you're not getting more workout doing the Saturday.

In your head, you're just saying, I'll do it on Saturday because you're not being productive. You're procrastinating. You're pushing things over into the weekend.

Friday, close the play. That's it. Job done.

If it's not done by Friday, it's not getting done over the weekend. Give yourself that deadline, remove the overflow and deadlines will get things done. Times in the diary, committing deadlines to other people, having that line in the sand where I'm finishing at three o'clock on Thursday.

You guys might be finishing at five o'clock on a Friday, whatever time. I'm finishing at that time. Regardless, you will be more productive.

You will get more stuff out the door. If you think I'll just throw more hours at it, you probably won't do any more work, but it just gives you the opportunity. Laziness is a luxury.

Gives you the opportunity to sit there and be lazy, procrastinate, delay things. Not necessary. Number four is productivity.

Deadlines get things done. And number five is excitement. If you want to go out and enjoy what you do, you want to have fun.

You want to enjoy the journey of being an entrepreneur, doing deals, building a team, going on the journey. You want it to be exciting. And if you have the weekend off, you will get to Sunday night and be excited to go again.

If you're on top of your work and you have strict rules about when you're on your phone, when you're not, when you're in the cave, when you're not, when you're doing primetime, when you're not, when you're in Zoom calls, when you're on WhatsApp, when you're taking messages, when you're not, it will give you the opportunity, the capacity and the energy to be excited. If you're constantly chasing your tail, you're constantly burnt out, you're constantly late, you will not enjoy it. You will not be excited.

You will be stressed. You will be burnt out and you will be chasing your tail. So this is it for this podcast is start to think about how do you structure your week?

Would there be benefit for you to start thinking of hunting like a lion and start to get into that mindset of working for the weekend is not a bad thing. Have on and off, manage your energy levels, get motivated, be productive, enjoy the excitement of doing it. Remember that work will fill the time you give it.

If you give it a day or you give it a week, I guarantee you if the deadline is at the end of that period, that is when it will get done. If you want to increase output in your life, in your business, in your deals, in your team, in your productivity, if you want to increase output, reduce the input and you'll benefit from all of those things that we talked about to take this up to the next level. So going into the week ahead, remember living for the weekend is not a bad thing.

If you're working work, if you play, play hunting like a lion can be a great thing. Get in the fast lane, put your foot down, get shit done, but then retreat, put it into cruise control, go into the slow lane, sit under the tree, enjoy the journey. And remember, we're all high performers.

We all want to do all these things that we've got, all these big plans we've got. But if you want to do them, you want to enjoy it, you want to do it effectively and you want to actually get there. Time off is a requirement, not a luxury.

Take care of yourself, take care of your team, set some rules and some boundaries, and I guarantee you, putting this into practice will add value to your life, to your business, to your productivity, and it'll make the whole thing much more enjoyable and much more worthwhile. I hope you enjoyed that. Best of luck going out and hunting like a lion.

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