J & K - 2025/02/26 09:30 SAST - Transcript

Attendees

Justin Germishuys, Justin Germishuys's Presentation, Kiyasha Singh

Transcript

Kiyasha Singh: So basically a user will input a question or a goal and then I then go through all the habits. And with each habit I will run through a loop that will basically ask question.

Kiyasha Singh: Not a loop. Okay. So I will be …

Justin Germishuys: Not a loop and…

Justin Germishuys: You're not going to run through each of them. Let's say I say, "How do planes fly? Do you use all the habits? What do you do? or what you Okay.

Kiyasha Singh: I look at the habits and choose the one that's the best suited the For what the user is looking for. No, but I have to think it through.

Justin Germishuys: But did the user explicitly say what they were looking for?

Kiyasha Singh: Then

Justin Germishuys: Why are they asking this question? What are they trying to achieve? You need to guess.

Kiyasha Singh: So the agentic system will guess it.

Kiyasha Singh: It doesn't use the quest the habits to try to figure out why the person might want it like what the person want. Okay.

Justin Germishuys: No, I mean it's kind of built into the statement.

Justin Germishuys: It's if I say Kasha how do planes fly? You have quite a complex thought process. You're like okay it's Justin. he clearly is asking this question because he wants to know what is his current level of understanding when it comes to engineering or physics probably not very high. So he probably needs a low to mid-level complexity explanation. So let me explain it to him. But he doesn't seem to want to or need any critical evaluation.

Justin Germishuys: So, we're not going to critique it. He doesn't need to know how to build a plane. So, I'm not going to, walk him through it. You see? So, you're at a point at which you're choosing which tool to use that is most relevant based on what you think the person is trying to achieve based on what they've actually asked or said or, whatever the case may be.

Justin Germishuys: And that's it. And then after you've given me an explanation, I either ask a follow-up question and you give me more explanation. Or you can say, "Hey, Justin, I've just given you an explanation. Right now,...

Kiyasha Singh: Okay.

Justin Germishuys: what I could do is, suggest other things you might be interested in." And then I said, "Yeah, sure. Suggest it." So you are prompting me with a suggestion to suggest, and then I can either go with it or not go with it. And then you make a suggestion. You say, "Okay, I think that I should probably tell you a little bit about how's, rockets work," And then I might be okay.

Kiyasha Singh: Okay.

Justin Germishuys: tell me how rockets work. And then you might say, Would you be interested in some futuristic things that might not have been built yet or future forms of transport?" And I'll be "Cool." And then you'll start to with what if. You see? So that way you're using the habits, but you're prompting me. I don't have to remember what each of the habits are. you're remembering...

Kiyasha Singh: Okay.

Justin Germishuys: what the habits are and you're giving it to me as you think I need it. And that cuts out the need for me to remember what they are or to have good judgment in selecting which one to use.

Justin Germishuys: And then over time when I work with this in collaboration with you many times I'm just going to pick up the habits. I'm going to get used to my Kasha voice in my head would have asked a...

Kiyasha Singh: That makes sense.

Justin Germishuys: what if question now and then I will start doing it for myself even without you present. It's slower, but I will get to where I need to go without having to know how to get there. It's like a GPS. cool. So, that's basically the logic behind it.

Justin Germishuys: It's not super complicated once you think about it as a human being who is very helpful and who's making suggestions, recommendations, and who is very very sensitive and is anticipating my needs and wants. so that's a good phrase to use we're building a system that can anticipate your needs even when you don't know what it is and will suggest using a particular tactic. Now it's not that important right now. I mean you can keep talking about habits but the tactic is the thing that becomes the habit. So AI will suggest It doesn't actually suggest The habit is what happens if I automatically start using that tactic appropriately without having to Okay. So that.

00:05:00

Justin Germishuys: Then I want to show you something else.

Justin Germishuys: How I kind of went about doing this. all right. So the other day I showed you quite briefly and...

Kiyasha Singh: All right.

Justin Germishuys: then I had to hop off. But I went into chat GPT and I used the 01 model and...

Justin Germishuys: I said what are all the tactics that a devil's advocate would use to be effective? do you remember that? Okay.

Kiyasha Singh: Yes, I do.

Justin Germishuys: And I shared that with you and…

Kiyasha Singh: Yes. Mhm.

Justin Germishuys: it came up with 22 tactics and it had classified it into six categories. So essentially that's A taxonomy of devils had advocate tactics. Then what I did is let me kind of go to the beginning here. Okay,…

Justin Germishuys: I basically went into cursor and took everything that 01 had generated, all of those tactics, and I said, I want you to make me a So, building on what we did together on Monday,…

Kiyasha Singh: All right.

Justin Germishuys: I want you to build me an agentic system that can choose from these 22 things

Justin Germishuys: as tools, And so what I want you to do is I want you to create An interlocutor is just somebody who talks to you. So when you're saying that you are talking to an interlocutor,…

Kiyasha Singh: Okay. Fancy.

Justin Germishuys: 're just saying you're talking to me. So let's say you are the coach or the devil's advocate. I'm the interlocutor. That's just like a fancy word. You don't have to use it. But what I said is that what I want is to create an agentic conversation. So the inter league cuter comes in with a goal or a question like I want to implement a 4day work week, right? So they just say a thing. Then the devil's advocate will say, " okay. Given this, what is it that they want?

Justin Germishuys: Clearly, they already know what a 4-day work week is…

Kiyasha Singh: Thank you.

Justin Germishuys: because So, they probably don't need and explain it I'm five or anything like that. So, then it will let me just kind of run through crud. It does this. Okay. Let's rather run another one then. Okay. Let's clear this.

Justin Germishuys: So here I've got devil's advocate and over here we should implement a fully remote work policy for all employees.

Kiyasha Singh: Hey,

Justin Germishuys: So that's the thing that somebody wants to do. It doesn't have to be a question. And the devil's advocate is going to say, " hold on, hold on. Let's be critical about this. Let's not just jump the gun." I've set the interlocutor up so that they're not unnecessarily stubborn or fight So that means I will say, " you make a good point. Let me update or evolve my position based on what you've said, but I'm not going to toss out what I want." So that's kind of the behavior, and we can play around with that behavior to see what creates the best system.

Justin Germishuys: But essentially what this is doing is it's simulating a conversation between a normal human being who has something that they want to do and a devil's advocate whose job it is to try and help them think better. What's nice is that with human conversation, people want to take short turns like you want to say something in a few sentences, then I say something and it proceeds like that. But it makes it very hard to think extensively in each round. AI can basically write an essay for each route and then respond to all of it. And I think that that overcomes some of the communication bottleneck when it comes to human collaboration, which is an interesting point and I'm glad we're recording that because that's actually a very good point when we're selling this to other people. Okay, so let's just run this again.

00:10:00

Justin Germishuys: I didn't actually code this. I just told it how I want it to behave. And we built on what we did the other day by plugging in OpenAI's function calling documentation. So as you can see here the devil's so the starting position is we should fully remote work policy. The devil's advocate says what should I do? So this combination of questioning and framing helps unpack the assumption. So it says, okay, I'm going to choose Socratic questioning right now. And so then what it does is it thinks through what it needs to do and it says what assumptions are we making? What evidence do we need? How might we fully do it? So it's asking all of these questions to the interlocutor.

Justin Germishuys: Then the interlocutor considers and it says okay this is how I'm responding to these questions. Here's the supporting evidence. This is acknowledging where I might be wrong. this is clarifications. So I might not have fully expressed myself And then the interlocutor says my position has evolved to consider the importance of flexibility in remote work policies while I still advocate for remote work I now see the value of offering hybrid options and more personalized solutions. I'm more aware of the potential need to invest in tools and practices blah blah blah. So you see they've actually become wiser.

Justin Germishuys: Then the process says okay as a devil's advocate have I actually helped this person move in a meaningful way and it says okay I did so I did a pretty good job I got three four out of four for that I didn't do well in unexplored territories it says okay now based on all of that What tactic should I use? Blah blah blah. I'm going to use devil's advocate.

Justin Germishuys: And now it's using the devil's advocate. And then again the interlocutor respond looks for evidence, acknowledges where they're wrong, provides clarification, and then evolves their position. And so they keep going and going until either the devil's advocate says, "You know what?

Justin Germishuys: I've done a good enough job, we can stop. Or they've reached the maximum number of rounds we've hardcoded to say, you don't do this for more than four rounds, otherwise you're just going to end up like spinning your wheels and making no progress.

Kiyasha Singh: Okay,…

Kiyasha Singh: that makes sense.

Justin Germishuys: And so it produces all of this and then it produces a final dialogue summary to say this is where it started. This is kind of the tactics used. This is how the position evolved. These are the key insights. So fully remote policies may not be universally beneficial. The dialogue brought attention to the

potential of remote work to drive drive global economic growth. Important Technological solutions like virtual reality offer potential but are not yet universally available.

Justin Germishuys: remote work policy should be adapted or should be able to adapt. So this isn't perfect but it's an agentic system. You have the devil's advocate that can use a whole bunch of tactics. Each round they decide what tactic should I use? They use it. The interlocutor has a personality and a reasonable approach to updating their beliefs. And then at the end we actually get a pretty decent critical view of the topic that we wouldn't have had before. And so this is kind of what I want to present to Astroenica to say okay your CEO comes with an idea or a problem or a question and then it will run through this loop.

Justin Germishuys: Either he can be the interlocutor. So instead of having an AI interlocutor, he will be it. So we can almost have a setting to say do you want to answer this or respond to this or do you want to let AI respond to it? And if he says I want to let AI respond to it, then AI will basically continue and then he can just be an observer or a spectator. But if he takes says I want to answer, then he can become a participant or something like that. we're going to have to play around with this a couple of times to see.

00:15:00

Kiyasha Singh: What is this?

Justin Germishuys: But the interesting thing is it took me literally 20 minutes to build this on top of what we did on Monday with the cyborg skills thing. for cyborg skills, we already have the base here, but cyborg skills is going to be much simpler.

Justin Germishuys: It's just going to be we have these seven things we can do and essentially what we're going to do is just at each round ask the user or say to the user this is the tactic we recommend. Would you like to use it or would you like to use a different tactic? So we give them some freedom and there's nothing stopping them from saying yes yes yes yes. And so the idea is that we can provide the cyborg skills interface to use those habits instead of them going into chat GPT and trying to remember to use the habits and then they can just use it until they're used to it and then they can throw away the tool. So it's just like a little bridge to a little intermediate thing they can use while they're developing the habits and figuring out how they want to ask these questions or

Justin Germishuys: execute on The end. So, what I want from you is once you've got access to cursor, I also want you to go and get the function calling docs from OpenAI. plug it into cursor and then say I want you to you're probably also going to have to put in an LLM function that works. so that's easy. So once you've got that, you and I can hop on another call say tomorrow and I can spend 10 minutes giving you a tutorial on how to just do that and basic cursive functionality so you don't have to fiddle too long before you can get started.

Justin Germishuys: And then from there you can build anything with cursor front end servers everything. it's really making development trivial.

Kiyasha Singh: Wow.

Justin Germishuys: What I showed you pretty much last year with Graddio and all the rest like that's no longer even a friction point. You don't even need Gradio anymore because you can build any front end you want in seconds. so once you get the hang of that your capabilities will increase a hundfold already and

then you'll be able to do lots for stride shift and the field institute. All right so now that we've spoken about that we do need to just get back to the script.

Justin Germishuys: I'm busy trying to set up a Google Cloud API for Playright and…

Kiyasha Singh:

Justin Germishuys: I can never remember how to use Google Cloud Run. So, that's what I'm busy with at the moment. All right, let's go here. Oops, there we go. Let me just check something before we launch into the next thing. I just need to Okay.

Justin Germishuys: So, I think that this intro is actually Let me stop and ask you, what do you think is wrong with this first section…

Justin Germishuys: if you have to critique it? Do you want me to zoom in? let's start with the intro prepositional phrase in today's fast-paced world.

Kiyasha Singh: Yes, please.

Kiyasha Singh: Thank the fact that it says a technique. I don't know in AI videos. Yeah.

00:20:00

Justin Germishuys: Have you heard that before?

Justin Germishuys: What is the problem with starting with in today's fast-paced world? What does that sound like immediately?

Kiyasha Singh: I don't know. it's moving so fast, changing too much.

Justin Germishuys: Not what it means. How does it sound? The phrase.

Kiyasha Singh: It's a mouthful.

Justin Germishuys: Maybe not what I'm getting at. So, what I'm saying is that it's used too much. It's a cliche.

Kiyasha Singh: Okay.

Justin Germishuys: Do you know what the problem is with cliches?

Justin Germishuys: People have heard them so many times that they no longer pay attention. So if you say in today's fast-paced world already you've lost 70 people, they're like, " god, not another thing that says in today's fast-paced world." once upon a time it was a nice phrase. Today not so much. Okay. So, be aware of cliches because cliches either mean that people no longer pay attention to it or they roll their eyes and they're sick of it it immediately turns them off like food that they used to like that they're now sick of. okay. So, that's the first part.

Justin Germishuys: Many of us feel stuck repeating mistakes, frustrated by outcomes that don't match our effort. So, what we need here is a stronger statement that connects to the need. People don't know

why they need cyborg skills. So, why do people need cyborg skills even that they don't? So, I'm saying I'm using the word need, not want.

Justin Germishuys: People don't know what they need. Is it just to prevent them from feeling stuck? you're making it sound here as what if the issue isn't a lack of motivation, but rather a gap in a technique. that makes a huge assumption, It's saying that many of us, so let's assume that this was right, which it's not because this isn't the only thing. It's right, but it's only like a tiny sliver. …

Kiyasha Singh: okay.

Justin Germishuys: many of us feel stuck repeating mistakes. this isn't usually because of a lack of motivation.

Justin Germishuys: it is actually usually a gap in technique or approach or skill. So this doesn't follow logically even from this but okay the whole point behind cyborg skills is actually and it's not just about the world being fast-paced. In fact, the world can slow down a lot. There are a couple of things that cyborg skills enable you to do, but first and for foremost, it enables you to do a lot more than you would have if you only relied on your own skill or lack thereof.

Justin Germishuys: people who were intimidated by can do data analysis. People who didn't know how to fill out a form can now guide them through it and fill out that form. People who didn't know what the Majerana particle was now know what the Majerana particle is. and that would be me. people who would never in a million years have thought that they can now build an app and a professional one.

Justin Germishuys: people who are not necessarily gifted in communication can now write amazing emails, marketing copy, or respond appropriately and productively in written communication in ways they would never have been people who would have taken months to learn something can now learn it in a fraction of the time because they have accessible explanations. It's not about the world being fast-paced. It's not about their mistakes. It's about being able to do more than they even began to imagine. And not just being able to do a wider range of things, but to do what they've already been doing better.

00:25:00

Justin Germishuys: So cyborg skills unlike many other things it's not about saving you time although about reducing your effort although if you exert the same amount of effort but using these tactics you'll just be able to achieve much more. That's the core of this. and it's not actually about working smarter with AI.

Kiyasha Singh: That's okay.

Justin Germishuys: There are lots of ways to work smarter with Sorry. So, I'm kind of just taking this section by section and applying a critique it lens to it.

Justin Germishuys: the course is actually about helping human beings to create more value, to do things that matter. it's not just about working smarter with AI. Yes, the habits are AI habits, but those AI habits, you'll notice that pretty much in the field institute and probably in stride shift as well, there's always this view on what is the outcome, not what is the means. We don't care If people had these habits, even without AI, they would do better. if I went to a clever friend and I said, "Please help me plan this out." I'll still benefit, right?

Justin Germishuys: It's just AI makes it trivial to get that support. So, this is fine. Instead of learning isolated skills, you'll master a set of habits that enhance your thinking and decision- making. the other thing that I do want to add is what makes the cyborg habits course different from traditional learning is it's not about learning new skills. There's nothing in this course that you cannot already do. It's just about getting into the habit of doing it more frequently. And so that's the big difference.

Justin Germishuys: And so this entire course is not designed to expand your knowledge or skills, but to simply get you to use these productive habits to enable you to achieve a lot more than you had ever imagined possible. that's the key value of the course. So you don't have to sit at a desk for hours watching videos. You don't have to do thousands of assignments or not thousands of assignments but complicated assignments.

Justin Germishuys: It's just in the course if you simply take a few minutes every day to build these habits within a month there will be a massive transformation in what you can evolution in what you can achieve. So that's the wiffam that's what's in it for you. There are very few people who don't want to achieve more of what they want to granted I do want to introduce the notion of transparent equipment in here, but we don't necessarily

Justin Germishuys: I know I said to you that we should probably say something about this and I still think we should. I think the question is where sometimes if you say what I just said a moment ago, you don't want to dilute it by saying something else or changing the topic. sometimes saying less gets your point across better. so we can almost front break this up and…

00:30:00

Kiyasha Singh: Yes.

Justin Germishuys: front end it to say something along the lines of welcome to the cyborg habits course. I know for many of you the word cyborg conjures up this idea of implants. That's not what we mean.

Justin Germishuys: We mean using AI to extend your current abilities and then we can say the focus of this course is to help you develop these habits. There's nothing in this course that you cannot already do. You already have the skill and the knowledge. Our primary goal is to help you to turn these habits or to turn these tactics that can help you accomplish so much more into habits so that you don't even have to think about it. It's what we call transparent equipment. You don't even see the AI anymore, or something along those lines.

Justin Germishuys: And then you can say in this course these are the tactics that we're going to try to turn into habits. It'll suggest it, critique imagine it, and what if and then improve it somewhere higher up. So we're just going to add the seventh one. We can build that one out another day. you don't have to worry about videos and stuff about that. Improve it is just so technically if you were to critique it and plan it, you could ask How do I improve this plan? Or given this critique,…

Kiyasha Singh: Okay.

Justin Germishuys: how do I improve it? So we need to just play around with whether that's the one we want. But let's for now put it in. It would be trivial to change the script later if we need to just change that one word.

Justin Germishuys: and then at the end you can say we consider these to be the seven habits of highly effective cyborgs. because a lot of people already know the seven habits of highly effective people but these are the seven habits of highly effective cyborgs. And again it's the point it's about being more effective being able to do more with less fewer resources and planet create detailed multi-step strategies that lead nothing to chance. N, I don't think so. I mean, sometimes you build luck and chance into your plan. We're going to do this and then we're going to hope we get lucky, like that is I'm just going to roll the dice or throw all this against the wall and see what sticks. You'll probably hear that cliche a lot.

Justin Germishuys: I think this is fine. That's fine.

Kiyasha Singh: Okay.

Justin Germishuys: Imagine it is what So that these are redundant. So you can actually delete this one too. So everything with an it except for what if because so it's suggest it, critique it, plan imagine what and improve it. I mean alternatively I think no don't use what if imagine it so suggest it critique it plan it improve it imagine and that's it okay so that's kind of what I want from this avoid cliched start just say welcome to this

Justin Germishuys: course. it's not a traditional kind of course. It's focused on habits. Everything in this course include things you can already do. The primary goal is that you become more effective and…

Kiyasha Singh: Okay, sounds good.

Justin Germishuys: you can reference that you'll be using AI for this but soon AI you won't even notice the AI. it's going to become what we call transparent equipment or something like that. I'm pretty sure that if you take the section of the transcript and you plug it into AI and you say please try to understand the spirit of what Justin is saying, it might actually give you something useful. Cool. And I think that that's all from my side.

Justin Germishuys: Is there anything you want to ask or say or share?

Kiyasha Singh: not at the moment. So it's dealing with basically the script for today as well as getting the cursor subscription and…

00:35:00

Kiyasha Singh:

Kiyasha Singh: then plugging in the function calling. Yes. Okay.

Justin Germishuys: the function calling the do.

Justin Germishuys: So if you go to open AI and you go to function calling just look for those docs and cut and paste it in and say build me an agent that uses this. You can also keep going to open AAI and ask it to explain the code. the other day I said on a phenomenological level explain to me what this is doing. The reason I use the word phenomenological is it means on the level of human experience like the way that we see and think about things in a day-to-day way.

Justin Germishuys: So don't explain it to me in a highly technical way or in super abstract just at this level at which I experience the world in terms that are easy to understand but I don't want you to focus too much on that today. first get the script out and then after that play around with that.

Kiyasha Singh: Thank you.

Justin Germishuys: Then what I'm going to want you to do next week, so if anybody asks you what's queued up for next week, is we're actually going to try to use cursor you and I to think through what the best delivery for this course is because we don't as Allison pointed out and it's also what I was thinking is we don't want people to think that it's traditional learning.

Justin Germishuys: So we want something that really captures and has all the features specifically geared to habit formation, and that's part of the selling point is we're not asking the company's employees to spend three hours in a workshop. We can give them coaching or we can give them more opportunities to develop the habit.

Justin Germishuys: We're asking them to spend five minutes a day to build a habit that would massively transform what they can achieve because most of them are just using AI to answer questions. They're using it basically as Google search. We've covered a lot of ground today. Cool.

Kiyasha Singh: Okay.

Kiyasha Singh: Thank you. Okay.

Justin Germishuys: Soon you're going to be a complete and utter pro at this. Don't worry.

Kiyasha Singh: Yeah, first I have to practice on speaking though, but I'm getting there.

Justin Germishuys: I gave you advice a while ago and it's something that worked for me over the years.

Kiyasha Singh: Wait. Can I reiterate what I think it is that you're going to say?

Justin Germishuys: Yes. I mean that's one thing you can do…

Kiyasha Singh: Make up a story or talk about something completely unrelated. Sorry.

Justin Germishuys: but that's not what I was going to say but sometimes it's useful to just get in the habit of speaking so just see if you can speak for 2 minutes on an absurd topic but that's not what I was going to suggest find nice ways to say things so if you find a nice easy

Justin Germishuys: way to talk about agentic systems. File that away in your head. Then every time something comes up, you can just pull that out. You don't have to prepare a speech every time. It's not going to make you a better speaker overnight, but within a year or two, you're going to find that you end up with quite a big library of things you can just draw on. Also, one thing that I do is, and it annoys everyone around me, but that's all right because it helps me sound good when I need to, is explain the same thing or talk about the same thing to multiple people and notice when they glaze over or when they get bored and then try different things to see.

Justin Germishuys: After a while, you'll discover, when I say that, people actually pay attention or they're impressed. Okay, I'm going to keep doing it like this. So, you treat your interactions with others as opportunities to experiment with different ways of saying things. And that has two benefits. One, you

practice speaking. And two, you kind of experiment with the best ways to say things. And again over years by the time I don't know 26 27 you'll just sound really really clever no matter when you speak on any topic. So that's why I'm saying that it's not too early to start now to do that. It's something I learned from some CEOs that I worked for before.

00:40:00

Justin Germishuys: I would find I would be in many conversations with them and I would actually see them practicing different nuggets. They're both incredibly good speakers,…

Justin Germishuys: very persuasive, very good at selling. You'll find Allison does it too. In every call we're in, she will try to say what Stride Shift does in a slightly different way until she figures out the best way to communicate the value we're delivering.

Kiyasha Singh: Okay.

Kiyasha Singh: Thank you for letting me know about that.

Justin Germishuys: Yeah. Cool.

Kiyasha Singh: I'm going to try it. Might be annoying.

Justin Germishuys: And we all have occasions where we fumble completely. Even now, I've had calls where I hop on and I just make a total mess of it. And then it's just important to know that the world doesn't end and you'll get another shot at it somewhere else.

Kiyasha Singh: I also have to learn that I can say, "Okay, it's not the end of the world.

Kiyasha Singh: It's not the end of the world." But in the moment, I'm just like I freeze and then I'm like, "damn. I didn't speak. I stopped speaking. say something.

Justin Germishuys: Yeah. Yeah.

Kiyasha Singh: Yeah, that's why for me interviews are the worst thing cuz it's when my anxiety or whatever it gets the best of me.

Justin Germishuys: Look, the more you do it, the less your anxiety is going to get. Also, the more you mess up and the more you notice nothing bad happens, the more chilled you're going to be, Also, it doesn't hurt to recognize that everybody else is actually quite stupid. Even the most intelligent people you'll meet are actually still quite stupid. it's not a criticism and it's not from a place of negativity.

Justin Germishuys: It's just when you study human behavior and decision-m long enough, you realize everybody's bad at Everyone. That's why we're building this. the world needs this devil's advocate tool and AI to help them because they're bad at, And so don't assume that they're these perfect people who have any right to pass judgment. And if they do, that's just more evidence that they're stupid.

Justin Germishuys: With Allison and I, we will give you feedback, but nobody's judging you if you mess up. Everybody's like, "Okay, she's tried. She'll get better." That's it.

Kiyasha Singh: I feel like you guys look at us like,…

Kiyasha Singh: man, we were once there, but now we're better. You're going to grow." Feel like you guys us like that.

Justin Germishuys: Yeah, that's ex We were all there and I can tell you stories and I will in time of things that I have massively messed up and those are really useful. But okay,…

Justin Germishuys: thanks Thanks for your time and thank you for everything you're doing. you are probably seeing it, but you're evolving quite quickly as well. So, just keep doing what you're doing.

Kiyasha Singh: Thank you.

Kiyasha Singh: And also thank you for the advice and…

Justin Germishuys: Okay. Sure.

Kiyasha Singh: also asking me so that I know exactly how to explain agency systems.

Justin Germishuys: And thank you for actually taking the initiative and researching it yourself.

Justin Germishuys: it's one of the reasons you're here and it's not somebody else from DAB is because you do this. So, it's not an accident that's here. Just remember that. you have the capacity to run with things autonomously and to try to improve yourself. You give us a lot more to work with than somebody else. So that's something to take pride in. Cool. Okay.

Kiyasha Singh: Okay,…

Kiyasha Singh: thank you.

Justin Germishuys: Have a good day, Ka. I'll chat to you soon. Bye-bye.

Kiyasha Singh: Me too. Bye.

Meeting ended after 00:44:10 👋

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