

Pete Smith

 Tue, 7/27 5:22PM  41:47

SUMMARY KEYWORDS

fear, choice, life, people, identity, joe sullivan, run, moment, runners, coleman, stand, situation, choose, significance, day, thought, significant, matter, whitney, drives



00:16

Thank you everyone for joining me today as we look at the presentation called dare to matter, you know, I imagine at this point you are looking at your next steps and feeling tremendously excited and overwhelmed at the same time, you know, you've just spent four or five years or if you're like some of my friends that seven years getting a four year degree, and now you're trying to figure out, well, where do we go from here. And that's exciting. But because there's also so much opportunity, that can be overwhelming as well. And that's where we start feeling a lot of the pressure on making the right decision. As far as our career is concerned, will I get a job? Will I do a good job at my job? Did I pick the right job, and there's so much, there's so much doubt, because there's so much uncertainty. And so I'm excited for you. But I also understand that you may be both excited and overwhelmed. You might also be asking yourself now and you certainly will be asking yourself in the future. What's the point? You know, if you think about you just spent a ton of money and years of your life getting a degree for what, or you go into the workplace and you have a job or even if you have a career for what? You know, at some point, we're going to start asking, what's the point. And if we look at what society will tell us, the point is, well, society is going to say that the point is that we should invest ourselves in a great pursuit of both success and happiness. Now, I'm certainly a huge advocate of both success and happiness. But I wonder if we're better served, obtaining success and happiness, not by pursuing those things as goals in and of themselves, but rather, when they are the byproduct of pursuing something much more meaningful. Because I think if we're honest, what we really want is more than success and happiness, what we really want is to be significant. significance is what our desire is. Now admittedly, I didn't always think about significance in the way that I do today. But on May 6 2010, my thoughts about significance changed instantly, drastically, permanently. Because that's the day that I had a stroke. I was 35 years old at the time, I was just shy my 36th birthday.

Now for some that may seem, you know, that could be 20 years away, it could be 15 years away, depending on your age at this moment. But I think we can all agree that's pretty young to have a stroke. During the stroke, I lost my speech, I was temporarily paralyzed on one side of my body. Now that is terrifying in and of itself. But there was a moment during the stroke when I heard my body begin to shut down. The best way I can describe that to us it is it really sounds like an engine winding down. And it's the only time in my life where I truly believed I'm dying. You know, I have about 60 seconds left to live. So in that moment, I thought about my wife, Whitney, I thought about how she was going to come downstairs. She's going to see me dead on my dining room floor. And I remember thinking, gosh, what's the impact going to be on her? I thought about my parents and my brothers and my sisters, my family. I thought about the things that mattered most. And then I remember asking myself a really a simple but powerful question. Did I live? Did I live? Did I do everything that I wanted to do in this life? Did I hold back at all? Did I run my race to win? Did I change anyone's life did I live? Now interesting is that in that moment, when I'm thinking Gosh, I have 60 seconds left to live. I never once thought about whether I was successful. I didn't think about whether I was happy. Instead, what I did think about what did crossed my mind is whether or not I was significant. See at the precise moment when I thought my life was ending. One of the things that mattered to me most was whether or not I mattered at all, did I matter? Now obviously the story has a happy ending. I'm still here, you can hear me which means I regained my voice I regained complete usage of my body, just an absolute blessing of a 100% recovery. But the reason why I share that story with you is because what I learned from that experience, is that what unites all of us simply as human beings is at our core, one of the things we desire most is to know with certainty who we are and what we do matters. We want to matter. You and I have never met. And yet I know at our, at your core is this desire to know with certainty that you matter, you want to matter, you want to do work that matters, because ultimately, and eventually, you want to be able to say that you lived a life that matters. So,



05:24

since the stroke, I've had this somewhat mild obsession, this journey about what does it actually mean to live in a very significant way? You know, can we take something that is usually just discussed conceptually, and add some practicality to it? Are there certain things that people focus on people that are just living in a different way, you know, people that love Mondays, you know, those types of people? What is different about them. And I realized that there are certain aspects that we can focus on that allow us to live in a more significant way. And that's what the book dare to matter is all about. It's uncovering these six key aspects to focus on in order to bring significance into our lives, and so that we are living in a very significant way. And you realize this framework, it always begins with choice from choice, we go into identity, fears, the importance of letting things go, the

mindset of embracing the crazy, and then everything culminates at the end, which was that it was never about us. That is the six to significance framework. Now for our time together, I want to focus on the first three, I want to go through the importance of choice, identity, and fears. So let's begin with choice. Anytime we're going to talk about living in a very significant way, we always need to begin at the source, which is the understanding the embracing the recognition that in every moment of every day, in every situation, we always have a choice. Choice always was and always will be the only thing you will ever control. Now many people say I get that I understand that I always have choice, because again, conceptually we understand that. But I want you to think about how easy it is then for us on one hand to acknowledge Yes, we always have a choice. And yet on the other hand, depending on the situation, if I were to ask someone, why did you do that? The answer could so effortlessly flow out of his or her mouth. I didn't have a choice. Well, which one? Is it? Is it that we always have a choice? Or is it that choice is circumstantial? And what I'm challenging you with today's to recognize that in every moment of every day, in every situation, bar none, you always have a choice. Now, this whole concept of choice can become most difficult to accept in those moments when we don't like our options, or we don't like the outcomes. But you'll recognize that neither options nor outcomes change the fact that we always had a choice. Look, it's easier to make choices when we like our options. Sometimes, it's easy to say I didn't have a choice when we really just don't like our options, or at least one of our options. Outcomes allow us to step back from our choices and evaluate them. If we liked the results were more inclined to say we made a good choice. If we don't like the result, we say we made a bad choice. But again, options and outcomes are separate from the fact that we always have a choice. Now people who have a hard time accepting the fact that they always have a choice. Well, they spend their time blaming other people or situations as to why they're in the situation that they're in. They will make excuses. They'll justify their their decisions. They'll add confusion to the mix. They'll rationalize their behavior. Well, they'll flat out deny it sometimes. Now I say this, and I'm guilty of this myself. I'm a huge rationalizer that works for me, and it works against me. But you'll notice that more time that you spend blaming others or making excuses or rationalizing behavior, it doesn't allow you to continue moving forward. And I want you to know is how easy it is maybe for you but for others that you communicate with on a daily basis to almost justify or make excuses for their behavior. Let me give you an example. Sorry, I'm late. traffic was awful. Said the person holding a Starbucks cup while I was interviewing him for a job. I think about that. Now what's fascinating to me isn't necessarily that he said that although I still shake my head thinking of, of why he would make that excuse, while clearly he had enough time to go to Starbucks before the interview. But more than that, it's that he seemed to think that I should just accept it. The fact that he was late simply because of traffic. Now where I live, traffic is the norm. Unless we're meeting at two in the morning, you can kind of expect there to be a lot of traffic. So it just becomes so easy for us to to say these words without

fully recognizing, look, we have a choice in every situation.



10:23

Now, you may be saying, All right, Pete, I get what you're saying, I'm on board, I get this whole idea and this concept of choice, but there are certain things in my life that I'm dealing with, that I didn't choose, right, maybe in your personal life, you're dealing with some real struggles, maybe, maybe there's breakup struggles or something in the relationships that you have, or those close to you have, you're saying I didn't choose that. You may be saying at some point, when you start working, that there are certain people that you work with that you just flat out, don't like, and you're gonna say, I didn't choose to work with them, I didn't hire them. As a matter of fact, if it were my choice, they would be gone. And so what we're saying in those cases is that there are certain things in our lives that we have to deal with that are not our fault. And I would 100% agree with you, there are things in our lives that we have to deal with that are not our fault, and they are still our responsibility. We can still be 100% responsible, even in those situations that are 100% not our fault. Look, if a hurricane comes through tonight, and levels my house, that is not my fault. But it is my responsibility to figure out how I will find food and shelter for my family. And there's a number of different examples that we could give for that the bottom line is still this, we can still be responsible, even in those moments that are not our fault. So moving forward, my challenge to you is to always make sure that you keep options and outcomes separate from the fact that you always have a choice. Just like we need to keep fault, separate from responsibility. We always have a choice, we can always choose to be responsible, even in those moments when we don't like the outcomes, and we don't like our options. Think then choose. If you think about what do employers want, they want employees who think but more than that, they want employees who think things through more than that is they want employees who think things through and act. So in every situation, step back, think, then choose thought, then action. The reason why this is so important, is because the more inclined you are to look externally as to why something is or isn't the way you want it to be, the less likely you are to look internally as being the very person who can change that. And if you think about anything good you want in your life, personally or professionally, it always comes back to the same source choice. So what will you choose? Some people say, Well, I'm worried about making the wrong choice. Listen, there are tons of wrong choices I've made, or at least I believed I made until you learned a valuable lesson that that you only get a chance to really learn as you look back on some choices, and you realized it may have been the wrong choice in the moment. But it led to a right choice. Right and wrong, sometimes merge together become murky, something seems wrong in the moment turns out to be right and vice versa. But always be take ownership of the choices that you make. Why because you always have a choice. Now one of the most important choices you will make is the choice regarding your

identity. Here's what I mean. If you look on the screen, you'll notice that there are three words that I put on there, I want you to not just notice the words, but I want you to notice the order of those words, feelings, actions, identity, if you think about it, this is how many people operate on a daily basis, this is their This is their behavioral model, depending on how they feel, it influences what they do, what they do becomes who they are. If I feel happy, I will act happy, I will smile more I will be more outgoing will be more engaging. And then by acting that way, I will say of me and others would say of me that I am happy. If I feel sad, I will act sad by acting said I will say that I am sad. I feel I do. I am. Now some of you may be nodding your heads. You think that that makes sense. That's pretty common. That's also the problem.



15:01

Why? Because feelings are anything but predictable. You know this to be true. I mean, think about your your own lives aren't there some days you wake up and you feel great, you had a great night's sleep. You wake up and you just feel energetic. You go, you go into class, or you come across someone that usually drives you crazy, but not today. Today, you feel good. So you handle it in such a remarkable way. And that's awesome. When you feel that way. Unfortunately, it doesn't always last. The next day, you may wake up and you don't feel the same way. Now you come across someone or something that drives you crazy, but you don't handle it the way that you did the day before. No, no, it bothers you so much more today than it did yesterday. Now you could say, well, maybe it was a different situation. And that might be true. But more than that, I think what's really different is how you felt in that moment. And so your feelings are driving your behavior, there's a very good chance that regardless of what job you take, or what career you go into, you are going to experience this behavioral model at its worst. What I mean by that is there will be times when you will have to wait to see. And to gauge the mood of someone specific in your office or at your place of work. In order to determine the type of day you are going to have. In other words, you're going to have to wait for so and so to show up to determine what type of mood they are in, in order to figure out what kind of day you are going to have. You may have experienced this. Now some friends may do you may be this way. Some teachers may have been this way. But I promise you, it's coming. And see there's nothing predictable about that behavioral model. And there's no trust building in that environment. Because every day we wake up thinking, well, I wonder how so and so is going to be today. And that's going to determine how my day is going to be. So what do we need to do? We need to move away from feelings actions, identity, we need to shift the order to identity, actions, feelings. Shift the order. Now, the good news is that many of you have operated from this perspective, you just may not have been aware of it just yet. For example, I would imagine that some of you are runners. What do we know about runners, runners run in the sun, they run in the rain, they run in the snow they

run in the wind, personally, and I mean this very respectfully to my runners who are listening. I think you're crazy. I only run when I'm being chased. Or when I see spiders. Look, I'm not proud of that. I will knock my kids down out of my way if I see a spider big enough, but that's when I'm running. Other than that I'm totally content sitting. And so it's mind boggling to me to look out and see people running regardless of the elements that are outside. There they are, you know, we've been dealing with a ton of rainfall recently record amounts of rainfall. And yet, a ton of runners out there just weathering the storm. That's mind boggling to me. I prefer to stay dry and that here they are running. So as much as I try to wrap my head around, why would people go out there and run? The answer is very simple. Why are they out there running? Because they are runners. See that's what runners do. runners run speakers speak writers, right leaders lead complainers complain, whiners, whine. They are. So they do. Right. Think about this for yourself. How do you? How do you identify yourself? You know, as I went through that example, some of you who are runners, you may say yeah, I'm a runner. Well, if you are truly a runner, you know that you run why because you are a runner. Case in point, if I were to take a true runner and be around them for a few days where they have not been able to run, they start to get a little bit antsy, they start to get a little bit irritated and they become irritable. Why? Because they just want to get out and run. Why do they want to get out and run because they've identified themselves as a runner, and runners run.



19:47

So we need to shift the order. We need to get a good grasp of our identity. Some people say your actions define you and that is true but before your actions define you. They reveal you So who are you, I'd much rather have a better idea of your identity. So that I have a good idea of what you'll do, more so than how you feel. Your feelings are important, but your feelings are going to change, sometimes daily, sometimes hourly. But your identity is a great source for standing on your own two feet and saying, This is who I am. Therefore, this is what I will do. So how do we answer that question about our identity? Well, by this point, Look, you've you've probably taken some personality assessments, maybe you've taken the Myers Briggs or maybe you've taken discs and Strength Finders and look, they're they're all fun, they're, they're insightful. They're interesting. But if you really want to get to the core of the things that matter, more, so whether you're whether you're an introvert or extrovert, again, those things are fine. But you want to get to the core of of what you are about the core of your identity, the core of your significance, and be able to answer me this question, what is your stand? What is your stand? What do you actually stand for? See, your stand is what drives you. Your stand is what moves you your stand is what gives your life meaning. Now, what I'm not talking about here is passion. Look, I think it's important that you are passionate about

what you do clearly. But it's not simply passion alone, that will drive your behavior and help produce your results. Passion, as many people interpreted, is a very strong feeling about something. The downside of that is that you have some people who feel very passionate about something one week, the following week, they've already forgotten what they were so passionate about, because they don't feel the same way about it. So passion is certainly important and plays a role. But I think we're best served when our passion when our feelings are driven by our stand, because our stand is our purpose. What's your purpose? I think the mistake sometimes that that people make, especially as they're looking at making career decisions is they try to pick the job without first choosing to understand why or what they're trying to accomplish. In other words, they try to figure out, do I want this job with this company or this job with this company? And yet they've never step back and ask themselves? Why do I want this type of job at all? What's my purpose? What's the end goal? What are the results that I'm trying to create? How does that better humanity? How, how does that better the world? Because that's what's driving me that's what's motivating me? So what's your stand? Some people say, Well, I haven't found my purpose yet. What if I said that it was never lost? But people spend their entire lives saying that they've never found their purpose? It was never lost. Purpose is a choice. What do you choose your life to be about? Some say, Oh, I can't be that simple. It absolutely is that simple. You find your purpose, not by thinking about your purpose, you find your purpose through action, but it's also a choice. What do you want your life to be about? So I want you think, what are those one or two words that totally embody everything? about you? Not Who do you want to be in your personal life? And who do you want to be in your professional life? Look, I want you to do away with that mentality. I want you to think about telling me who you want to be in every aspect of your life, one person, multiple aspects of your life. So what do you want to stand for? Do you stand for faith? Do you stand for love? Do you stand for loyalty or opportunity? Do you stand for significance or impact or God or family or humanity? Do you stand for opportunity? What do you stand for? See, the beauty of choosing your stand is that as soon as you stand on your own two feet, and you say this is my stand, remember the order identity actions. So your stand is what drives you your stand is what influences who you are as an employee, someday as a manager, as a colleague, it influences who you are as a spouse or significant other as a parent someday as a friend. every aspect of your life is influenced by what you stand for and your stand, where your purpose is your choice.



24:44

What difference Do you want to make in the world? How do you want to be known? What's the legacy all about? That's your purpose. Choose from that point as you evaluate the types of jobs that you're interested in pursuing. Be who you choose. To be playing, if you really want to live in a very significant way, people that people that have significance

in their lives, they share two things in common as it relates to identity. Number one is they have absolute clarity about who they are. And number two, they have confidence in who they are not. That is so key, because they're not out there trying to be someone different depending on who someone else wants them to be. Look, that is exhausting. That is a dead end behavioral model, be who you are, and be confident in who you are not get the clarity around your identity. Choose your stand, choose your purpose. So what do you stand for? I mean, what do you stand for? identity, actions, feelings. Now, you'll notice sometimes we don't always act in accordance with who we want to be, or who we say we are. Sometimes that inner voice says, Who are you to stand for that? Some of you, your inner voice may be saying you're lucky to be standing at all, I was with you last night, right? Who are you to stand for that. And here's where we come face to face with something that we all have. But we don't typically discuss. And that is our fears, our self doubts, and our insecurities. Now, look, there are a lot of people who are going to talk with you about about fears, and they're going to say things like, you need to just punch fear in the face or kick fear in the teeth. You know, personally, I think that that sounds pretty violent. I don't think we we need to mistreat fear. I think we're better served by first understanding. Why do we have fear in our lives to begin with? Because this may come as a shock to you, but the fears that you have you have created you have invited them into your lives. Here's what I mean. Let's understand fears, purpose. Couples summers ago, I had the opportunity to take my family to Ireland. If you are creating a bucket list of places you want to go, I would strongly suggest you put Ireland on that list. One of the greatest places on earth. So one night, my wife and I decide we're gonna go out to dinner with our two boys. So we go to this little pub in Ireland. We all get out of the car, and I tell my oldest son Finnegan I said, Go on in. We'll be right in Whitney and I my wife had to get something out of the back of the of the car. So Finnegan runs right up to the door of the restaurant and he stops. Declan who's my youngest and smaller walks right past him opens up the door and they walk right into the restaurant Whitney and I go in a couple minutes or a couple seconds later. We sit down to have dinner all of a sudden a couple comes over to us and they said we just wanted to come over and meet you. I said why is that? And they said because we haven't stopped laughing ever since your youngest walk through the doors. I said what do you mean? And they said he walked through the doors like he owned the place. It was just so fun to see. Now at the time, Declan was about two and a half years old. So we invited them to sit down with us and that's what I met Coleman Kelleher. during dinner, Coleman said, Pete, have you taken the boys fishing yet? I said, No Coleman, but it sounds great. I'd love to. He said, Where are you staying? I said we're staying in a little town called Kenmare. All of a sudden Coleman writes a name down on a piece of paper and he hands it to me. And he said, when you go back to Kenmare, go find this dock. When you find this dock, ask for this fisherman. When you find this fisherman tell him Joe, tell him Coleman Kelleher sent you. The fisherman's name is Joe Sullivan. When you see Joe tell him Coleman sent you see if he'll take you and

family out fishing. I said, Oh, Coleman. That's great. Thanks so much. great meeting you guys. We left we go home. The next day we wake up, Whitney says so do you want to go try to find Joe Sullivan? I said no. She said why not? I said we have no idea where their doc is. We have no idea who Joe Sullivan is. And we have no idea the relationship between Joe Sullivan and Coleman Keller, her she said we're. I said we're not going she said come on. It'll be fun. I said no, we're not going. She said well, I'll meet you in the car. Well, we're going



29:31

so we did so we drove around and we found the dock. We pulled down this little driveway where the dock was we get out there's no boats there. So we all get out of the car. The boys are throwing stones in the water. All of a sudden his little boat comes around the corner. It has two guys in it. I walked over and I said excuse me fellas, either one of you happen to be Joe Sullivan. One guy raised his head. He said I'm Joe. I said Hey Joe, great to meet you. My name is Pete Smith. I kind of explained the whole situation. I say Coleman Keller her sent me He said he might be interested in taking the family out fishing. He said I'd love to come next week. The next day, or the next week, it was the following Tuesday we met Joe at the dock. He's waiting for us. He has two fishing poles there. We go out on the boat, about a minute in, he tells the boys put the poles in the water, which they do. A little while after that Finn's pole starts shaking, he pulls it up, he has six fish attached to the rod. Declan pulls his up, he has four fish, we caught 19 fish that day. The picture that you see that's Joe Sullivan, with the two boys during that during that day, it was one of the greatest days of our entire vacation. But see, the reason why I bring that story up is because I think that depicts the minimizing role that fear plays in our lives. Here's what I mean. Why didn't he go through the doors at the restaurant? Probably because he feared what was on the other side, it was the fear of the unknown. Now here's the thing. Was that a bad decision on his part? Not at all. Did anything bad happened to him? Because he showed some caution in that moment? Not at all. If Whitney had listened to me, and we never found Joe, would that have been a bad decision? Probably not. Would anything bad have happened to us? Probably not? Could we have had a great time doing something else? Maybe? Right? But here's the thing. Notice what we would have missed out on had Declan not gone through those doors? Or had we not searched for Joe Solomon. See, that's really the minimizing fear that the the minimizing role that fear plays in our lives. We create the fear in our lives for one purpose, why? To protect us? All not talking about fears of heights and spiders and snakes. Look, those are those are, those are different kinds of fears. The fears I'm talking about are the fears that trigger the ego, the fears that trigger the pride. Those are the fears that are the most damaging. We create this fear in our lives to protect us. And that's exactly what keeps us comfortable. The question you need to ask about your own fear is how is it

minimizing you? What are you missing out on because you're not willing to go just outside what you've become comfortable with? We need to understand our fear so that we can move beyond it. What are some of those fears? Gosh, you know what they are you woke up with them. And we all have them. fear of being irrelevant fear being a disappointment, fear being disliked fear being found out fear being of missing out fear of looking foolish, fear of not being valued, and the list goes on and on. Some of you have a big fear of being a disappointment right now that disappointment might be to mom or dad. Look, the reality is some of you got a degree in a program that you don't really love. But you did it because someone along the line said, Hey, do the smart thing and get a degree in such and such a program? That was a bad decision? No, no, that's not up to me to decide what is a good or bad decision regarding that. But it is certainly a decision that you need to look at and say Why did I choose that? Did I choose it because I am a firm believer and this is this is aligned with my stand my purpose? Or that I make this choice based from a position of fear? So what are your fears? How can we address them? What opportunities are you missing out? On what conversations are you not having that you need to have? What ideas are you not sharing? What credit Are you not being given? What risk are you not taking? How do we address those fear? I want to give you three quick tips. Number one is we need to gain the right perspective around it. And by perspective, what I mean by that is really recognize why you created it to begin with. Why do you have that fear?



34:21

And does it serve you sometimes it does. Sometimes it doesn't gain an appreciation of it because it's simply trying to protect you. Number two are the people that you share it with? Now that's contrary to what most people want to do with their fear, which is they never want anyone else to know that this is what their fear is. And yet by sharing it with someone else and asking that person to hold you accountable in those moments when you come face to face with that fear that you will take that step forward, share the fear with someone so that it minimizes its grip on you. Finally, your fear requires your persistence. Meaning that there are opportunities on a daily basis where we come face to face with our fear, sometimes big situations, sometimes small situations. But what I can tell you is the only way that you will ever be able to move beyond your fear is to start addressing it one situation at a time, however big or however small, every situation presents the opportunity for you to address the fear in that moment, and then choose whether or not you will stay with what is comfortable, or move just beyond it. perspective, people, persistence, choice, identity fears. Now one of the things I set up for you today is a challenge. See, it does no good for you to sit and attend a webinar if you're not actually going to implement anything that we talked about today. So I have some challenges set up for you. And I want to know which challenge Are you ready to take. And if I had my computer working, I would be able to show you that, let me jump off here. Here we go. I

want you to take a look at these choices right here. Grab your phone. And now if you want to take the challenge on choice, I want you to text the code choice 18 244222. If you want to take take the identity challenge, I want you to text identity 18 244222. And if you want to take the fears challenge, I want you to text fears 18 244222. There are no spaces between the code and the number 18. So it's choice 18, identity 18 and fears 18. Take me up on this challenge, so that you can move beyond those fears. There they are for you. I hope this has been beneficial for you. Those are the first three steps, the cornerstones, the sources of living in a very significant way. From there, we're able to look at the importance of letting it go of adopting the mindset of embracing the crazy, and then really focusing on our impact on others. But those three become more difficult than dare I say even impossible. Until we get firmly entrenched in this whole concept of choice, identity and fears. I hope this has been beneficial for you. And I wish you luck on your journey to living in a very significant way. Don, I'll turn it back to you.



37:44

Pete Smith, were inspired. We are so glad you had that moment that you could ask, did I live because we have about 2 million graduates who are leaving campus in the next month or so. And they are heading off into a career. And they get to ask that question of themselves today. Thank you so much. Amazing. My pleasure. My pleasure. Well, there's a lot of questions that are spilling out of that. And we have limited time. But one of the things that you said that really caught my attention is that employers want people to think through things choose and act, can you reinforce that? Yeah. So they're, you know, a lot of it.



38:27

Sometimes you'll have an employer who says I you know, I just want people to do what I asked them to do. And that's great on a surface level. But when you really get down to what employers truly want, is they want to bring people in, that are able to use their heads in every situation, you know, in an interview they did. And so sometimes employers like look, you use your brain during the interview, we would just like you to use it while you're actually working here as well. So every situation that gets presented, what do you think about it? You know, what do you think we should do in this situation? Have we thought through different scenarios, employers and great leaders don't always want to be the one that has to make the decision for where the team goes next. And people that are able to make a decision that or think things through and then act on that decision. They're more likely to even be looked at or pegged as being the next leaders in that organization.



39:26

Make sense? We've got time for maybe one more question here. And you brought up the point that grads are concerned about making the wrong choice, where we've got a whole world ahead of us what the heck am I gonna do and you've shared with us our concern and our fear of taking a step forward, could prevent us from an amazing opportunity. Amazing, connect the dots kind of life. Any suggestions, final suggestions on how we can act i think is one of the things you were reminding us to too, to put ourselves out there.



40:03

Yeah, especially wrong choices sometimes that at that stage of life, that's where you hear a lot of people with the fear of missing out. Look, the reality is the fear of missing out is nothing new. Now, this is not a new concept. This is, this is not a millennial fear, or Gen Z or whatever label we want, we want to put on it, that people have had that type of fear. For decades and centuries, it's just that we're more aware of what other people are doing now through Facebook and social media and everything else. But here's the thing. We were never meant to experience everything that life has to offer. And I'll say that, again, we were never meant to experience everything that life has to offer. Instead, we're meant to treat every experience with gratitude and excitement that life offers us. So it's a shift. We're, we're, look, we want to live everywhere. You can't live everywhere. You're only one person. But the good news we were never meant to live, to experience everything that life has to offer. We were meant to treat every life experience as a gift in and of itself. So there's no wrong answer or wrong, wrong choices. You never know when that wrong choice or it appears to be a wrong choice in that moment, but you learn something from that choice, which will influence a future choice. Now all of a sudden that poor choice wasn't so poor after all, because it lead to a different choice.



41:32

Fantastic advice. Pete Smith, author of dare to matter. Thank you very much for sharing this information today. My pleasure, Don. Thanks so much.