Transcription - Dr Maria Nemeth Part 1

Welcome back, I'm Kim Baillie, he's Jamie Wadley and this is Inside Exec. Today we have a guest with us, Dr. Maria Nemeth, joined us from the US. Let me introduce Maria to you first of all.

Dr. Maria Nemeth is a psychologist, master certified coach and the founder and director of the Academy for Coaching Excellence. A pioneer in the field of human development and coach training, she is the author of two highly acclaimed books, The Energy of Money, available in five languages, and its follow up, Mastering Life's Energies, both of which have given people everywhere a way to begin putting success principles into immediate practice in their lives. So we welcome Maria and we know that discussion is going to be lively and interesting for our listeners.

We sent Maria, as we do, a number of questions and the first one is that, do you think we are generationally faced with more challenges in our work lives?

Generationally, shall we specify which generation?

Well, I guess when the question was formulated, we were thinking about our generation and challenges we faced
and then we look at our group of listeners, our new listeners, who are just starting out their careers. So probably, I'd have to say two generations away from where I am, and are they going to be faced with more challenges in their work lives?

They are. So I'm glad you put it in terms of generations. One of the people I use, I'm writing my next book now,
Living Without Regret, and one of the psychologists I use to help with this is Eric Erickson, who has talked about eight psychosocial stages of development. And each stage, as you know, Kim and Jamie, has their own challenges that need to be handled before you can be kind of successfully assured of going on to the next stage. So the three of us, I think, are in stage eight, which is 65 and older. (Not until next week. He's not 65 till next week.) Well, Jamie, then don't even listen to me about this. (I've had a hard life). No, no, no, don't listen to me.
At this stage of development, one of the things that we know is that we want to be able to look back on our lives to see that we've done something that has made a difference. And it's very concerned with our legacy. It's part of our integrity to know that we've done what we came here to do. Because, of course, the opposite end is a sense of despair that we didn't do what we said we'd do. And when I talk with people about success at this stage, what we tend to look at is right now, before we look at anything else, what are you happy about as you look back on your life's path? What is it that makes you feel proud, that makes you feel good about what you've done?

Let's look at that first before we do anything else. Because that is a place where people can begin to experience that sense of, "Yeah, you know what? I have done some things. There's some more I want to do, but I have done some things that have made a difference". And so success when we're at the stage is primarily first,

actually, about legacy, that we have successfully created or are still creating something that has, is of long-lasting benefit.
And the success principles that I look at with people are the same, no matter what stage you're in.

In stage seven, which is from 40 until 65, in that stage, what we're interested in is, it's called, "generativity." Am I creating what I'm meant to be creating? Is my business really going to provide the kind of legacy I can be proud of? And how does that affect my family? How does it affect my friends and my environment?
Because the other side of that is a sense of what he calls stagnation, which is saying, "I don't really know what I'm here to do." And I'm really puzzled at this point. So people who are interested in success at stage seven want to make sure that what they're doing, and let's look at business, the business that they're occupied in, is the one that they want to be occupied in or with. This is where we see a lot of people thinking again and maybe leaving a business or a corporation that they've been working on, so diligently and with, you know, producing results, but at the same time, they're saying, "Wait, have I created something that I really can be proud of?" Yes, I'm proud of the work I've done for this group or this corporation or this business, this entity. But now I'd like to really strike out and do something that I know I have been meant to do.

With the generation that's younger than that before the age of 40, starting out a business, the most important thing is, am I developing the support systems, the relationships that I truly need in order to foster what it is I want to do? Because we have so many people at this age, and it's anywhere from, oh, I'd say, 25 to 40, you might say, so many people at this age, they're really interested in maybe starting a family, you know, and laying down their roots. So this is a perfect time to, as I've said, create systems, a family system, a business system, you know, but a group can join in which we share ideas. This is the time not to isolate yourself because that's the other side of the coin there. If I'm not building relationships, then I'm isolating and that's not a formula for success at all.

I like the clarity you came up with then with success because there's this success I have in my head, which is the world vision of what success is and when you say, what am I proud of, it immediately put a line right down the middle and I feel, well, there's that and it's this, it has been clarified, so I thank you for that.

Oh, listen, it's my pleasure. And when I talk with people at this level, I have a formula for success, which when you abide by this formula for yourself, you end up being able to look back on life and see that you're not driven.
You're not stressed out because so much of the time we're encouraged to, you know, just accelerate, just, you know, go out and do more of what you're doing and you're doing it. And I've seen so much, frankly, burn out when people follow that formula. So if you're interested, I could give you this formula that I use.

Okay, okay, I'd be happy to. Success is doing what you said you would do consistently with clarity, focus, ease and grace, where clarity is always about being clear about what's important to you. Not the little stuff that sometimes we get caught up with, the busy work that really doesn't get us anywhere, you know, it's like flies buzzing around on a hot summer night. There's a lot of noise and

movement, I mean, but not too much forward movement. There's just like busy, I call it busy holism. So, to really have clarity about what it is that's important to me. What is it? What am I doing this business for? What do I expect out of being successful in this business? And really, what is the purpose of this business? And it speaks to my values. Be clear about all these things and then you will not waste your energy, which is the worst thing to do, as we all know.

Focus means learning how to focus your brain on what's important to you, that you get from clarity. Focus your brain on this is very important because as you both know, there are so many, we are confronted with so many data bits now that we didn't even have 10 years ago. Some people say even five years ago. Do you know that in one Sunday copy of the New York Times, okay, one Sunday copy, there's more information than a person living in 1900 needed for their whole life. And we skim through it or much of it. And when we're not skimming, we're listening, we're being pinged. So learn how to focus. Ask yourself is what I'm doing really serving the purpose that I'm clear about.

Ease is the next thing. And this is sometimes for so many, I've, as you can imagine, by now I've worked with thousands of business people, you know, worldwide. Big corporations, small entrepreneurs, it doesn't matter, but I've had the privilege of being with these people. And when I say ease, they say, what do you mean by ease? Wait a second. Learning how to take the next small, sweet step forward. Clarity says, this is what I value, what's important to me in this business. Focus means I'm focusing my attention where I'll produce the most value for this business. Ease says, now that I've done those things, what's the step for me to take. And take it. And then ask again, given all this, what's the next important action for me to take. And I've worked with people some, some of our heads of these huge corporations and they say, do you mean no stress? And I say, yeah, I mean, the way we need to look at success has to do with you being accountable to yourself as you look back on your life at any moment.
Seeing that you're doing precisely what you love doing, what you want to be doing, what you value doing. Not only in your business, but your family, you know, your, your community. And then after the person takes the next step and the next step and the next, I mean, it's kind of, it's an iteration over and over and over again. You know, it's like, you remember Kaizen, don't you, which is this Japanese principle. And it's almost, I almost call it personal Kaizen, which is doing the next small thing with the most value. And when people catch on to this, it opens up just a different way of conducting themselves.

Now, Grace, I always get a question. What do you mean, Dr Maria? Why are you talking about grace? And I said, look, grace is learning to be grateful, learning to be grateful. Grateful for what? Grateful that you're doing all this. That you're clear, you're focused, you're more ease-filled. I mean, isn't this wonderful? And be grateful for the results you're producing. Because sometimes people will produce a result and then it's, okay, next, next, next, been there, done that, next, next, next, next. And there's this kind of buzzing ahead. But I've also noticed that when you apply the principle of gratitude, it actually opens you up to more creative action in the future.

So that's it in a nutshell. Now I could spend hours on each one of these because I

have exercises and stuff, but this is just the overall view. And if listeners just take this to heart, they are to ready experience a peaceful breakthrough and how they do their lives and what they're here for.

That's an appropriate place for us to take a pause in our conversation with Dr. Maria Nemeth. Join us to part two next week. For now I'm Kim Baillie, he's Jamie Wadley, we're talking with Dr. Maria Nemeth and this is Inside Exec.