



Co-Hosts: Dr. Daphne Scott and Dr. Katie Hendricks
Episode 009: Productivity
May 23, 2014

Daphne Scott: Welcome to the Super Fantastic Leadership Show with Daphne Scott and...

Katie Hendricks: Katie Hendricks!

Daphne: This is *the* podcast devoted to supporting you in leading at the highest levels of effectiveness with the greatest levels of fun, and Katie, it's so great to be with you today.

Katie: Oh, it's great to be with you. I always look forward to these times of sharing. It really sparks my creativity, and I'm so happy to be able to have a venue we can share with others.

Daphne: Me too, and I am really excited about today's topic, which I am... Katie, I find that I'm excited about every one of our topics that we do.

Katie: You say that every time, Daphne.

Daphne: I think I do. Busted.

Katie: I'd be shocked if you came on one time and said, "You know, I have this sort of dull topic today, but we're going to roll with it anyway, so here we go."

Daphne: And if my voice was monotonous like this. "Welcome to the Super Fantastic Leadership Show." Yeah, it probably would not keep people's attention for very long, and probably not your attention either, I imagine.

Katie: No. And one of the big things is we want your attention, listeners, so we're going to just do our best to find things we're excited about, and hopefully you will be too.

Daphne: Yes, and today, we are talking about and are going to explore productivity.

Katie: Whoa.

Daphne: Yeah. And how we get stuff done.

Katie: A big *latinate* word with lots of *syll-obbles*.

Daphne: Very much so. So this episode is going to be different. We're not going to talk about... There are a lot of people out there doing productivity podcasts and giving great information on productivity, tools, technologies, things people can use, and ways to get yourself organized, but we're going to be talking about this in a very different way and hopefully really kind of turning this on its head a little bit.

Katie: That's my favorite thing, to turn things upside-down and inside out.

Daphne: Yes. So although we're calling it productivity, the thing this got born from was our episode that I'm sure all of you listened to, which was our last one, on this idea of punctuality. Katie, I kept coming back to this idea of time.

Katie: Yes.

Daphne: Yes. So that's what we're going to be talking about today...this idea of productivity and getting stuff done, but really going into this whole idea of time and our relationship to time, but before we do that, we want to share some appreciations. We like starting off the show...

Because, Katie, you said something really important. You said, "We want your attention," and what I know is that people are giving us their attention 30 minutes (give or take however long we decide to talk) every week. Every week, people are giving us their attention, and I am so appreciative.

Katie: Yeah.

Daphne: Yeah. I'm appreciative of people allowing us to do that.

Katie: Well, yeah, and participating and giving us ideas and giving us feedback, so the generosity of your attention is something we really appreciate, and it's really a gift to give your attention to someone. It's a part of productivity. "What am I giving my attention to?" So we really appreciate your giving your attention our direction.

Daphne: Yeah, and two people I want to really quickly give a shout-out to for listening and giving feedback are Sarah Agne and Lynn Bigelow. So those are the two people, and ladies, if you're listening, thanks for continuing to listen. Katie, anybody who comes to mind for you today?

Katie: Yes. I had a couple of people also. Jason Hsu and Mari Heart, who are colleagues of mine and who have been taking our work into lots of different venues and areas. I really appreciate their taking what you and I are talking about and rippling it out, so thank you, guys, for doing that.

Daphne: Yeah, thank you so much. Mari actually posted some comments. I had an opportunity to virtually engage with her too.

Katie: Yeah, she's very generous with her time and attention.

Daphne: Yeah, it's wonderful. So thank you, all of you listeners out there, and all of the other people who we know are listening and taking the time to be present with us during the week. Thank you so much. All right, well, speaking of productivity...

Katie: Right! Yeah.

Daphne: "Get on with it, would you?" So Katie, I know you're busy, right? I'm busy. We're always thinking about how to get this stuff done.

Katie: Yeah, and this is so funny. The whole idea... People assume. People approach me with this whole attitude of, "I know you're really busy."

Daphne: Yeah.

Katie: It actually assumes a relationship with time that I actually don't have.

Daphne: Ooh.

Katie: I actually am not busy. I am engaged with what I choose to engage with, but if I find myself getting busy, I really take a look at, "Uh-oh, what's going on here?" because it means I've become a victim of time.

Daphne: Oh man, which is exactly what we're talking about today. That's the whole way, folks, friends listening, we're going to flip this idea of being busy on its head and we're going to talk about our relationship to time and energy, right?

Katie: Yes, because they're so related.

Daphne: They're so related, and this idea of interruptions...

Katie: Just as I'm interrupting to say that very often, someone will ask Gay or me, "Do you have time?" as if there were only a certain amount of it, and they want to consume some of it.

Daphne: Yeah.

Katie: That whole framework is completely manufactured.

Daphne: What? Manufactured in my mind, Katie?

Katie: Well, yes, because clock time is actually made up. We made it up. Humans made up clock time. There didn't used to be clocks.

Daphne: That's true.

Katie: Clocks are only a few hundred years old. We didn't used to have them.

Daphne: Yeah, I've done my best to try to use the sun, but it's difficult.

Katie: It's difficult when the sun isn't out, when there are clouds. The whole idea of productivity and being busy and having time and not having enough time and being hurried in time... That is really, really new, and it has a lot to do with the Industrial Revolution. It has a lot to do with making factories and trains run on time.

Daphne: Yes.

Katie: So I think it's really, really important that we look at particularly our time urgency. It's probably one of the biggest sources of stress in everybody's life. I know it's in the top five.

Daphne: Yes.

Katie: But it's something we entirely make up.

Daphne: Totally, and stress ourselves out about.

Katie: Yes.

Daphne: As I was preparing for the show, I found some data, some stats.

Katie: I'd love this, yes. Please share.

Daphne: The average German worker puts in 394 fewer hours than an American each year. That's actually nearly 10 fewer weeks, but yeah, Germany is way smaller in population resources, and they still manage to be the fourth largest economy and the third largest exporter in the world.

Katie: Yes.

Daphne: That's crazy, right? So what this is pointing to, just to bring this all full circle, is I'm giving these stats here to point to what Katie was just talking about, which is we stress ourselves out. We create a relationship with this idea of time such that it puts us under an enormous amount of stress, all right?

Let me throw another stat out here. Dutch workers are on par with American workers in terms of productivity priority... Now, they have some economists who can measure all of this, right? And the Dutch do pay higher taxes and earn less than Americans. However, they work roughly 11 fewer weeks than their American counterparts.

Katie: Eleven weeks? That's almost summer vacation.

Daphne: It's summer vacation, and they have access to government-funded healthcare and pay little or nothing for college education and have far more leisure time.

Katie: Sigh.

Daphne: Isn't this interesting, Katie?

Katie: It makes me sigh heavily when I think about how there have actually been current ads... There was a famous Cadillac ad from a month or so ago where the guy was actually sort of poo-pooing people who have more free time, like we Americans really know how to get things done. Well, that's not actually true. We know how to spend a lot of time running around, flailing...

Daphne: Yes.

Katie: But it actually doesn't surprise me, because when I look at what actually contributes to being productive, it makes sense that because of our lack of understanding about how to really use ourselves effectively and how to take genuine responsibility, how to collaborate, I think there are a number of ways in which we stymie productivity.

Daphne: Yeah.

Katie: They don't do that in other countries.

Daphne: Yes. And this comes back to... This is one of the other places I wanted to flip this on its head. We talk about productivity, but really...and this is kind of right in the beginning of our tagline...what we really start getting interested in is effectiveness.

Katie: Yes.

Daphne: So it has been proven. It's shown. The data shows over and over again... And when we talk even about knowledge workers, they have maybe six productive hours, meaning six effective hours, a day.

Katie: Right, when they're actually on.

Daphne: Yeah.

Katie: All the lights are on.

Daphne: Somebody is home. You're able to access your best decision-making. You're able to access your high-level engagement with other people. Six hours at best.

Katie: That actually seems high to me. Six seems like really a lot, plenty.

Daphne: Sure. Well, you know, the one thing we're not talking about here is within that six hours, there are probably momentary breaks, I would imagine. Ten minutes here or five minutes there or something where you have these moments of, hopefully, active rest.

Katie: Like drinking water or just moving around or...

Daphne: Going to the bathroom.

Katie: Eating something or those kinds of things, yeah.

Daphne: Yeah. Right. But at most...and again, this is probably on the far end...you have six hours a day of productive time, which we're saying is effective time, right?

Katie: Yes.

Daphne: Right, which is the big reframe on this. So if we're just talking about getting a lot of things done, we're not taking into consideration the quality level.

Katie: Yeah, exactly. Also, how much of what you have done is actually ready to go out the door? Is it actually complete? Do you have all the parts of what you set out to do, or is there some part of it that's still dangling? You need something from somebody else and haven't gotten it yet, so it goes into a file, and then you can't find the file, and...

Daphne: Right.

Katie: The actual bringing of something to completion so you can check it off your list, cross it off your list, send it on to the next person...

Daphne: Yeah.

Katie: There are so many different levels that influence our productivity, but many of them we don't have much control over, so what we want to talk about are the elements of productivity that each of us actually does have some control over.

Daphne: Boy, that is a great point, Katie, because there are pieces. For example, you just mentioned waiting for something from someone else.

Katie: Yes.

Daphne: As much as I try, Katie, to control other people, I can't.

Katie: I know. And you try really heroically.

Daphne: Don't I? I do a great job, I think. As much as I try to control other people, there are a majority of circumstances that are beyond our control, and there is no better way, by the way, to put ourselves at the effective time.

Male: More inspiring ideas from Daphne at www.daphne-scott.com.

Katie: When I think about it, one thing I want everybody to consider is the fact that you probably think time exists somewhere outside of you, that there actually is such a thing as time. You'll say, "What time is it?" and, "Do you have enough time?" as if there were some quantity of it that you're hauling around with you and are going to dole out like money.

Daphne: Mm-hmm.

Katie: We say, "Time is money," and all of those different things we've constructed, the different beliefs and different contexts around time that we don't question. I really want to invite all of you to take this whole week to consider, "Where am I at the effect of time? Where do I think I'm the victim of time?" Basically, consider that you are literally making it all up.

Daphne: Mm-hmm.

Katie: How you are choosing to act and how you're choosing to interact with others is something you decide within you, and then that takes place in measurable bits that we've called time.

Daphne: Yeah, and in our previous episodes about drama and the triangle, this is one of the places we talked about. We hear it. You and I have both worked with organizations and leadership and people, and you name it. It doesn't even have to be an organization. It could be people's individual lives.

One of the big three that people complain about... I don't know if this has been your experience, Katie, but it certainly has been mine with clients and such. One of the big three places they'll complain about is their relationship to time.

Katie: Yes.

Daphne: Yeah.

Katie: That is really one of the big ones, and it's one of the ones where people go into victim mode, and they also go into hero mode, and the hero mode will inevitably take them into either villain or victim mode. You'll come into your office and notice that there is a stack of stuff and messages on your desk and meetings that are on your calendar, so right away you have much more to do than you could possibly ever do to begin with.

Daphne: Right.

Katie: So what are you going to do?

Daphne: I know.

Katie: You're right away feeling like, "Ugh, I'm overwhelmed. I'll never get through all of this." Your whole sense of resourcefulness is like the air going out of a balloon.

Daphne: Right. I feel like Eeyore. "I'm never going to get it done."

Katie: Great image. Yeah, or else you'll come in like Mighty Mouse.

Daphne: Yes.

Katie: You'll go, "Okay, I can do it. I have all of these things to do, and I have all of *these* things to do, and I have plenty of energy, and I have my extra coffee today, and I can handle it!"

Daphne: That's true. I can't do it without extra coffee.

Katie: Exactly.

Daphne: I must have extra coffee. Right. So we hero ourselves, and everything is urgent. You said this in one of our other podcasts. You said, "Everything is urgent. *Everything.*"

Katie: Everything is urgent. I was just thinking of how many times we've had somebody from a television station call us.

Daphne: Yeah.

Katie: "Can you get here tomorrow?"

Daphne: Right.

Katie: "We have this, and it's really important that you get here tomorrow."

Daphne: You're like, "Sigh." Yeah. I've actually had that happen where it's like, "Oh, we need you today at three."

Katie: Yeah!

Daphne: I did acting and voiceover work and stuff at one point, and they would be like, "Auditions are today at one." You know, the email came out at 10 that morning.

Katie: "Yeah, so you don't have a life outside of what we're asking you to do, so just drop everything."

Daphne: No, we have no lives. Right.

Katie: Under all of that is an Einsteinian principle I think we've mentioned that really bears repeating. When you're in time urgency, what it costs you is any kind of a sense of internal space.

Daphne: Mm-hmm.

Katie: Any kind of breath, any sense of being present with yourself, being available... So you can't actually be genuinely responsive, response-able, in your environment. You're going to go reactive. You're going to go into whatever your time-energy personas are.

Daphne: Right. Yeah.

Katie: Whether you have pencils sticking out behind your ears, you have papers trailing behind you as you're running around and shrieking at people, "Where's the...?"

Daphne: "Where's the number I was looking for? Where's that report?"

Katie: "Where's that report I asked you to get me this morning?"

Daphne: And if you're really good, you'll throw in the word *stat*. "I need it stat," whether you work in the medical field or not.

Katie: Stat. Yeah. We don't do ASAP anymore. That's old.

Daphne: You know, George on *Seinfeld*... There was a whole piece on *Seinfeld* where he knew how to act like he was busy by just breathing heavily and putting his head in his hands.

Katie: That's beautiful, because that, again, is that, "I'm already the victim of time, so don't add anything else."

Daphne: Yes. Exactly.

Katie: That's very, very clever, and we communicate all of those things to ourselves and to others, so for me, the biggest shift that made the biggest difference was to take a moment, whenever I started feeling that I was going into time urgency, to take a few breaths, to literally create inner space.

Daphne: Right. Mm-hmm. We've said this before. When we're breathing, we can't contract.

Katie: Right. And if I open my posture and I take a breath, suddenly not only do I notice myself, do I get present, but I'm actually available to notice where support might happen, to be at the right place at the right time, to catch a toss from somebody else that's going to make a big difference for me.

Synchronicity happens a lot more if you're actually available. If someone wants to toss something to you and you have your head down, the game is over.

Daphne: Right. The ball is going to bounce right off the back of your head.

Katie: Exactly. Then you get into this big fight of, "Hey..."

Daphne: "I didn't see it! What? You didn't say anything to me about that!"

Katie: Yeah.

Daphne: Yes, yes. Oh, I love it. So Katie, what you said earlier, which is really where we're headed with the rest of this episode too, is we're most interested in talking about our relationship to time, how we make it up...because we are...and our beliefs about how we don't have enough. Do you ever hear anybody say, "I have too much time"?

Katie: I've heard Gay often say, "I am where time comes from."

Daphne: Yeah.

Katie: "So I have plenty of time."

Daphne: Right.

Katie: "I have all the time I need, because I'm where time comes from." But I don't believe I've heard anybody other than Gay say, "I have plenty."

Daphne: "I have plenty." I was just wondering if I've ever said, "I have too much time."

Katie: "I have too much time." Well, we're always warned that if you have too much time on your hands, you're going to get into trouble.

Daphne: Oh, right, right, right.

Katie: It's part of our Puritan inheritance. Our work ethic is, "Idle hands are the devil's handiwork," etc.

Daphne: Right. Yes. That one actually makes me giggle.

Katie: It does. I mean, if we're not worker bees, we're going to be getting into trouble.

Daphne: Right. "No rest for the wicked."

Katie: Right. Right.

Daphne: "Gotta keep going..."

Katie: That one kind of stops me in my tracks. I finally think, "What? I just got here. What do you mean?"

Daphne: We should just do a show on idioms.

Katie: Oh my gosh, yes. I've sometimes had people just go ahead and embody those, like "putting your nose to the grindstone" or "putting your shoulder to the wheel" or "digging your heels in." All of those are hilarious and actually do have a lot of bodily truth to them.

Daphne: Yeah.

Katie: I think that would actually be a great thing for our listeners to notice, because you think, "Oh, well, time... It's just something we have to deal with," and you don't realize every day you are making up your relationship to time. Do you start by fighting with your alarm? Do you have an alarm? Do you get up with an alarm, or do you get up when you wake up?

Daphne: Yeah.

Katie: So from moment one of opening your eyes, you are creating your relationship to time.

Daphne: Yes, and that's the place where we get to look at how we manage. We talk about time. We're going to talk about productivity not from a perspective of checking off stuff on the list, which is part of it. It is. You know, you have these three to five things you want to get done in a day. That's great. But really, time and our relationship to time in terms of our energy...

Katie: Yes.

Daphne: Yes. So how we're managing our energy... I think what you were starting to hit on there a little bit, Katie, was, "Can our transitions...? How do I go from sleeping to being awake?"

Katie: Yes.

Daphne: "Am I immediately, right out of the gate, already at the effect of time?"

Katie: Yes.

Daphne: Right? There's already urgency about me getting up out of bed.

Katie: Getting up out of bed because I have so much to do before I get out the door...

Daphne: Yes.

Katie: Or I have to do such-and-such for the kids, or...

Daphne: Right.

Katie: My husband or my wife or my mate has this thing today, and I have to take over for this, and... All of the business of life takes place in this framework that we've called *time*.

Daphne: Right.

Katie: And really, one of the biggest shifts for me that I want to recommend to people is to first in your day take time to create space, so I do that every morning by stretching and making space in my body. I notice where I feel tightness or tenseness, and I open breathing and move in ways that allow me to really get present in my body, and then I have a meditation practice I've been doing every day for 33 years.

My commitment to taking the time to meditate has been the single most important thing that has amplified my productivity.

Daphne: Yeah.

Katie: It's the single most important thing.

Daphne: Yes, and we've talked a little bit about that, I believe, on some of our shows, Katie, about the benefits of meditation and what they're finding now even with the brain science and how incredibly powerful that practice is. It is a body-connected thing. It's not just a mind thing, which is also what I think you're pointing to here.

When we talk about our relationship to time, these are great ideas, right? But we're also really talking about where this spaciousness comes from. Well, it comes from within our bodies. We can feel when we get small. We can feel when we're contracting. We can feel when we're opening and we're available, so it really is a body experience too.

Katie: It's a mind-body, whole-person experience.

Daphne: Yes.

Katie: It really goes to the other end of the Einsteinian continuum. When you are in space, time is actually really malleable, and I want to tell you a couple of things that are just going to sound really woo-woo.

Daphne: Please do.

Katie: I have very often gotten to planes on time when it looked absolutely impossible for me to be able to get from where I was to the airport. I have.

Daphne: Yeah.

Katie: I've made appointments that just looked like... There had been a traffic jam, or there was an accident, or... Your experience of being present can actually change time.

Daphne: Well, yeah. Absolutely. Einstein did talk about this.

Katie: He did.

Daphne: In his world, he sort of figured it out in his own experience, right? That's where his idea that time is relative came from.

Katie: Yes.

Daphne: And our experience of time is relative. These are very good examples. You know, if I told you that you had to do this podcast today, Katie, with a compressive hat on, with a vise gripping down on your skull, this time together would probably feel pretty miserable.

Katie: Yeah, especially if somebody took a picture of me at the end of the podcast. You would be able to see how totally miserable I was. That's a great image because people do that to themselves by wrapping themselves up in all of these time beliefs and then believing them.

Daphne: Yes. It's real. "I can't get as much done." I think the big one is, "I'm never going to get this stuff done."

Katie: Yeah. "There's just not enough time."

Daphne: Yeah. "There's not enough time. There's no way I'm ever going to..." To share in your experience and what you were saying, Katie, I've had weeks when I've looked at my calendar...just as you were saying...and I could feel myself going into that panic mode. "I'm never going to get it done."

When I just allow myself to breathe, my practice is one step at a time, and I come back to that, and I open myself, and it's flawless, effortless. I can contract myself around the time just with my belief that there's not enough.

Katie: Mm-hmm.

Daphne: I'm going to have to go borrow some from somebody.

Katie: Right.

Daphne: I'm going to be on borrowed time.

Katie: Yeah, and where's the time bank?

Daphne: Right. Where am I going to get more? Right.

Katie: Who sells time?

Daphne: Right. I'd borrow some from you, but you know what? You just waste so much of it that...

Katie: Right. "Are you wasting your time here? You know you have a lot to do, so..." We have all of these...so many, probably thousands...beliefs about time that we were born into, that we have learned, that are especially carried in companies.

Daphne: Yes.

Katie: I remember one time when Gay and I lived in Colorado, and I have been a busy worker bee for much of my life, and it has only been in recent years when I've learned how to get more spacious, but I was definitely of that school where I had 14 things going at the same time and was working on all of them.

I'd be scooting through the house, and I'd look over, and Gay would be lying on the couch, looking out the window.

Daphne: Right.

Katie: I would say to myself, "How is it that while he is a full professor at the university, he manages to have a lot of free time? He publishes a book every year, and he never looks like he's working. How does he do that?"

Daphne: Yeah. And he, I imagine, knowing Gay a little bit, just had a different relationship to the experience of time.

Katie: Yes.

Daphne: Yes. So folks, friends, this is big stuff, okay? Big, really huge, serious stuff.

Katie: It would take you a lot of time to understand.

Daphne: It would take you tons of time, but you don't have enough, so... Right. This is a different concept, and we are talking about the Einsteinian view, kind of this idea of relativity in our experience, but what we're really leaning into here is taking the responsibility for our relationship to time.

Katie: Yes. So really standing in responsibility, this is what I am choosing to do now.

Daphne: Yes.

Katie: There are a couple of really key things I think directly have to do with productivity that you could start implementing right now. One of them is to give your full attention to what you have chosen to do, so this is a polemic against multitasking.

Daphne: Yeah, which, by the way... You can't really do two things at once, folks.

Katie: You can't really do it.

Daphne: No.

Katie: It's just an illusion.

Daphne: Yeah.

Katie: It's a magician's trick, and what ends up happening is you don't really complete anything, and it leaves you in a limbo state where you feel like you're that panicked victim of time.

Daphne: Mm-hmm.

Katie: I learned several years ago to select the first thing that's on my desk that I have chosen to give my attention to and to engage with it fully until it's completed, and then I move to the next thing, and I prioritize so the things I'm most interested in are at the top. Those are the things that I give my full attention to when I move through them. It makes me much more productive.

Daphne: Yeah, and you get the experience of completion. I also think one of the ways we can kind of keep a racket going around this idea of time is by not allowing ourselves to take something all the way through to completion.

Katie: Yes, and then you can literally let go of it.

Daphne: Yes.

Katie: Poof! Off it goes! And it would be like taking it off... Sometimes my computer or desktop makes everything disappear.

Daphne: Yeah.

Katie: I have to do something to make it all come back.

Daphne: Right.

Katie: All of that open space that happens when you complete something... I really think people are scared of open space.

Daphne: Yeah, well, if my belly gets empty, what do I want to do? Fill it, right?

Katie: Yeah. I don't want to just experience whether I'm having a feeling or whether I'm hungry.

Daphne: Right.

Katie: I just have to keep myself engaged all the time. I think of it as like being a very bad Chinese juggler. I have a lot of plates spinning, and then I'm running around frantically, trying to keep them from falling.

Daphne: Yeah. That was a great image, by the way.

Katie: Thank you.

Daphne: That was a really great image. Not just a juggler; a bad one, a bad juggler.

Katie: By the way, there are no bad Chinese jugglers. They'd never make it to the stage. Just imagine if you were an inept Chinese juggler who was supposed to be balancing those 27 plates on different parts of your body.

Daphne: Yeah.

Katie: I think that's what we do to ourselves.

Daphne: Yes.

Katie: The big payoff for that, I think, is another burst of adrenaline that we get.

Daphne: Yeah.

Katie: "I have just been... Oh my God, do you know how hard I've been working? I still have so much on my plate, and..." I was just thinking about different television shows where if you see somebody with a blank desk, you know they're not working hard.

Daphne: Yeah, that's the belief, right? If we don't have a thousand things going on, "Well, what am I paying you for?"

Katie: Exactly. "Well, you must not be very important. You don't have anything going."

Daphne: Right, and that's one of the big things when we start talking about delegation. People will talk about how they're afraid to delegate things. "It's just easier to do it myself," but I actually have...theory time...a theory.

Katie: Uh-oh, here comes a Daphne theory!

Daphne: Here it comes. That's the surface thought, but I actually have a theory that if I start delegating stuff, what am I doing then? Why am I here?

Katie: Yes.

Daphne: Right? So I have to keep myself on this treadmill, this kind of runaway treadmill, and keep this stuff for myself because I might not have a job. I'm not saying this is all true. It's just that I think there's an underlying belief there, right?

Katie: Yes.

Daphne: It keeps that whole kind of racket running itself a little bit, you know? Yeah. That's my theory.

Katie: I totally agree, and when we do that, what really gets sacrificed is our own organic creativity.

Daphne: Yes.

Katie: Each of us has times during the day when we really are more bubbling with creativity, and other times are really for doing the kinds of everyday things that need to be handled, the business of life, but your really generative productivity really fits much better with your own creative flow. But if you're so caught up in time, you're not even going to know that.

Daphne: Right. And actually, I loved what you said earlier about how you choose the things that interest you most. When you're at the effect of time, you don't have that option.

Katie: You don't even know what interests you by then. You're not here.

Daphne: Right. You're not even present. All right, so Katie, I don't know about you, but I'm noticing... We do our best to keep our shows around 30 minutes long or so, and we're pushing the boundaries of that. I don't know about you, but I'm thinking maybe we continue this conversation on our next episode.

Katie: I totally agree because I have more to say.

Daphne: I do too, and I really want to...

Katie: We don't have enough time in this podcast to talk about all of it.

Daphne: Busted! We should just keep going. And let's honor...

Katie: We can choose today!

Daphne: We can choose!

Katie: Wow. We're so excited about this subject that we want to invite you to be considering during this week, "What are your beliefs about time?"

Daphne: Yeah. Let's start there.

Katie: Yeah, start there, and then we'll come back and talk some more about how you can be easily productive, really spreading out into your days from your genius, not from your incompetence.

Daphne: Yes. That's a big topic right there. When we say *genius*, some of you might be thinking, "What are they talking about?" but we'll talk about that. This goes back to what Katie

was saying about what your creative flow is. What is it you're here to do and to give? What's your genuine, genuine creative gift that you have to offer? When you're at the effect of time, you just don't even get to a) know what that is or b) do it.

Katie: I love how quickly you're saying that too. You have to make sure you get it in.

Daphne: We're running out of time! We're running out of time! Okay, so listen for our next episode because we're going to go deeper on this. I can just feel there is more for us to say here. That's what we're going to do. For those of you who have been listening, we're going to wrap up, and for those of you who have been listening, again, thank you so much.

We hope you enjoyed this part of our first session here on time and that you feel more inspired than ever. Check out your beliefs. What are your beliefs about time? Do you have too much? Do you not have enough? What are your beliefs? We'd love to hear them, actually.

Katie: Yes, we'd love to hear them. That would be great.

Daphne: Yes, so take some time to post them. You can hit us on Facebook. You can post them on www.daphne-scott.com, and Katie and I are both on Twitter, so feel free to hit us with a tweet every now and then at @katiehendricks and @daphnescott. We'll wrap up this episode, and we'll come back with more awesome ideas and practices you can implement around time.

Katie: Time and productivity.

Daphne: Time and productivity. Thanks so much for listening, and keep living a Super Fantastic Leadership life.

Male: www.daphne-scott.com, where leadership meets life.