



Co-Hosts: Dr. Daphne Scott and Dr. Katie Hendricks
Episode 020: Achieve Your Goals: How It Really Works
August 8, 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.

Katie: Oh, it's so great that you can say that so articulately each week, Daphne. I'm very proud of you.

Daphne: Thank you. Thank you. I try to jazz it up with some inflections here and there.

Katie: Yes, I know. Really, you could be a DJ, a top-60s DJ.

Daphne: I like that. I like that. Maybe that'll be my next iteration. Who knows? Who knows? Speaking of which, maybe it'll be the next thing I manifest.

Katie: Ahh.

Daphne: Oh, there's a segue. So today, I'm super excited, Katie, because we're going to be talking about goals and manifestation, which is a different... You know, we kind of married these two ideas together, right? Accomplishing goals...

Katie: That's true!

Daphne: Yeah!

Katie: Also, we often do it just one time a year, and then we forget about it.

Daphne: Exactly! That was one of the reasons that I was so excited about this topic. That's exactly it. When do we talk about goals? "Well, just New Years resolutions," right? "We're only going to talk about it in January, and that's going to be it." I was really excited that we're doing this kind of... At least, it is going to be a week or so until the time when this is going to air.

It seems kind of odd to do it mid-year, but I thought, "It's perfect timing to talk about goals," because one of the other parts, Katie, that I thought were important is... I don't know about you, but I review my goals and how I'm progressing along my path or kind of accomplishing things, so I thought, "Why not? It's perfect timing."

Katie: Yeah, that's great, because summertime is a time when a lot of people drift off course, and we never do anything really, really important (like publishing a book) in the summertime.

Daphne: Yeah.

Katie: Summertime is a time when people, I think, could really make use of everything ripening and blooming, and it's a great time to let your manifestation bloom as well.

Daphne: Well, I think that's a really, really wonderful point. Boy, I can definitely let myself drift in the summer. It's summer in Chicago. It's warm. I kind of want to just hang out. Yeah, I love that. That's a great point. I love it. I did it last week. I was on a little staycation last week, as you know.

Katie: I'm so glad.

Daphne: It was so great. It was so welcomed. Rejuvenation, right? The renewal... We want to work on our goals and accomplish things, but there is some time for renewal there, which is what I did last week. It was very enjoyable.

Katie: A dynamic balance.

Daphne: Yes, a dynamic balance. So well articulated, as always.

Katie: Thank you.

Daphne: Well, let's start off our show with a little appreciation. Katie, I want to appreciate people who take the time to research the facts.

Katie: Oh! You mean they don't just publish their opinions?

Daphne: Well, it's interesting. There is a lot of opinion publishing, but there are people who go back and find out, "Wait, did this really happen?" and there's going to be a little part of this that's going to come up in the show today.

Katie: Ooh, that's very exciting.

Daphne: Oh, I think you're going to like it!

Katie: I always like it too when people get their research come-uppance.

Daphne: Yes.

Katie: "That didn't really happen, and that wasn't really well researched, and that's a myth..."
Yeah.

Daphne: Yes. Yes. So that's a little foreshadowing, listeners out there, for what's coming up in the show, which I think you're all going to really like, especially because I imagine that if you're a leader listening to this, you will have heard this specific thing around goal writing told to you, so we're going to talk about that today.

Katie: Oh, great. I can hardly wait. That ties in with my appreciation, which is for all of the great research and articles people are communicating about and sharing on the web so I can get access to all of these different research articles and all of the work people have put into supporting just what we're talking about (manifestation). Really, all of the different topics we talk about are backed up by lots and lots of research which I haven't had to do, which I so appreciate.

Daphne: Yes. Yes. Very important, and if you've ever done research projects... I have so much appreciation for people doing it and all of the sharing that goes on. It's just wonderful to me too, Katie. I just loved your appreciation. All of the sharing people are doing and putting the work out into the world, and all of the free stuff... We just look stuff up! It's wonderful, isn't it?

Katie: Oh, yes, because I remember back in the day when I did my dissertation, we went to these places called libraries. We looked things up and often had to order a book to be delivered from another library that had the original research that couldn't be found anywhere else.

Daphne: Isn't that crazy?

Katie: That's part of the reason that dissertations took so long.

Daphne: Yeah, really! By the time you looked all of that stuff up... It's so taxing. I can't even... It's funny. I think, "How did I do stuff without the Internet?" I don't think I did.

Katie: Well, we did it more slowly, I think.

Daphne: Yeah.

Katie: You know, there are some upsides and downsides, but right now, I'm so appreciating that I can just Google it.

Daphne: Google it! Google it. It has become its own household name, hasn't it?

Katie: Yep.

Daphne: Yep. All right, well, speaking of Googling it... I have no idea how that fits in with the next statement I'm going to say, but I just like it. What we're talking about today, listeners and our dear friends out there, is establishing goals and goals with our teams and how we get

everyone rowing the boat in the same direction. This is probably going to turn into a two-part series.

We're going to talk about goals and manifestation, so there's the goal part, but then there's also this part about, "Well, how do we create or manifest the life, the team, and the success we want?" That's really what we're talking about today. Katie, I know manifestation is a genius area for you, which is one of the other reasons that I was so excited to explore this topic with you today.

Katie: Well, I really want to appreciate Gay Hendricks, my husband, here.

Daphne: Yeah.

Katie: I really have learned so much about manifestation from him. What I'll be sharing will be coming from me, but a lot of it will really be a combination of all of the exploration Gay and I have done over the last 35 years and how much fun and success we've had with it that we want to share with you.

Daphne: I love that. I love that. Yes, and I am well aware of Gay's (and your) manifestation work and his laws of manifestation and the way he writes about those things. I'm super excited to bring that into the show.

Katie: Great.

Daphne: All right. Let's get some context. What do we mean by *goals*, and what do we mean by *manifestation*? First I'm just going to throw out the fact that how I define a *goal* is basically as something we want to accomplish. The way we're going to talk about it today is that it's something that has a beginning and an end. That's a goal.

It doesn't necessarily have to have a beginning and an end, but that's sort of how we're going to talk about it. Then this idea of *manifestation*... I think that's a place where we could do a really good job, Katie, of defining what we really mean by *manifestation*, which is the art and science (both of those) of creating the life you want and the art of choosing (now this is the big one) how you want your life to be.

Katie: Ah.

Daphne: Ah.

Katie: Oh, so we have *being*, *having*, and *doing* in here, I'm hearing.

Daphne: Yes. Yes. Yes.

Katie: I was just thinking. I had this image come into my mind.

Daphne: I love how you put that together.

Katie: Manifesting is kind of like... I've been doing a lot of watering at various times here because I live in California, where we're in the middle of a historic drought.

Daphne: Yeah, that's right.

Katie: I'm very aware of how much water I'm using and where I'm aiming it. I'm thinking of *manifestation* as your really bringing something into being. You're bringing something that hasn't existed. You're making it real, manifesting it. You're making it real. Then a *goal* would be how you're directing all of that juiciness, kind of like how you would direct a hose in order to accomplish a specific project or bring something specific into being.

Daphne: Yeah.

Katie: I don't just aim the hose everywhere. I have two new lime trees out back, and I definitely want the water to go to them. I don't want it to spray over the concrete and run off.

Daphne: I just had this image of you in your back yard, just going nuts with the hose.

Katie: Yep. Well, I'll take a video of it.

Daphne: That would be great. You'd just be spraying wildly and then wondering why the lime trees weren't growing.

Katie: Exactly! Exactly, and I think it's the same with how we get our manifestation. There are certain issues with manifestation, and then there are certain issues with goals, actually creating a design for how you want to be using your manifestation energy. Because in fact, we're always manifesting. We're always bringing things into being.

Daphne: Yes.

Katie: Just like you bring an in-breath into being and then an out-breath into being. Then that disappears, and you do that 20,000 times a day, give or take, so you're always creating, always manifesting.

Daphne: Yes. I think a key point there, Katie, that just came up for me as you were talking is that we are always manifesting, and there's a key point I know we'll touch on, but are you doing that consciously or unconsciously?

Katie: Mostly unconsciously.

Daphne: Right. Mostly. That's how our lives sort of feel, right? Like they're just this treadmill.

Katie: Well, that's why we have something to talk about, because if people were really conscious about their manifestation, we wouldn't be having this podcast.

Daphne: Exactly. Exactly. And talking about goals and... There's so much conversation around goal setting and where you're headed, right? I think there's real value in that conversation. I think there's real value in bringing our consciousness, obviously, to what we want to create and aiming the hose, if you will, specifically.

I think there's a reason that it pops up so much in leadership and there's a reason that it pops up so much within teams and getting things done and creating what we want to create. I want to approach this, Katie, by dispelling some myths around this word *manifestation*.

Katie: Oh, please.

Daphne: Yeah! This word (in my opinion...and since it's our show, I can give my opinion) has really gotten beaten up and a little misused. This is an old spiritual concept. This idea of bringing something into being has been around for thousands of years. The word is *thaumaturgy*.

Katie: Thaumaturgy. Wow.

Daphne: Yeah. It's amazing. The definition is "to bring about a desired change in one's life via creating..." Now this is interesting. "...an inner demonstration of those changes first within oneself."

Katie: Oh, okay! Yeah, so that's kind of an inside-out manifesting.

Daphne: Yeah.

Katie: Rather than an outside, "I want that. I want that. I want that. I'm going to just say affirmations until I get it."

Daphne: Exactly. Exactly.

Katie: Yeah.

Daphne: That's the part I really wanted to, if you will, dispel a little bit in our conversation today, because I have no issue with... I think affirmations are great, and I think this idea (I want to bring in some of the science) of, "If you visualize it and think it, it will become true," has gotten beaten up in a way that it has gotten too woo-woo.

Katie: Yes, well, I think it should have gotten beaten up.

Daphne: Okay. Say more about that, because I like where you're headed there, Katie.

Katie: Well, affirmation... Even back before affirmations became really popular, we always thought a manifestation only worked if you had aligned yourself to feel and experience inside yourself what it is you're wanting to create out in the world.

Daphne: Yes. Yes.

Katie: We think matching up emotionally, visually, with the felt experience of it, with the ability to imagine ourselves thriving with that particular manifestation, and with our ability to receive...

Daphne: Yes.

Katie: All of those things and many more are skills and aspects of ourselves that we can open up to and experience, and we've noticed, particularly over the years, that as we've gotten more skilled at creating those powerful internal changes, our external actions have gotten much, much more efficient.

Daphne: Mm-hmm.

Katie: They've gotten much more productive and much more successful.

Daphne: Yes. That's really what I wanted to point to. Again, I think the idea has gotten really abused. I want to give an example here about this idea, and this is going to sound really weird being on our podcast, but I want to bring it up because I think it's such a great example, and I know you work with this a lot with couples or people who are wanting to create a coupled-ness for themselves. I want more love in my life, Katie. I just want more love in my life.

Katie: Mm-hmm.

Daphne: Right. The idea here is that's what you want: to become more loving. Right? Or if I want more of an abundance, being abundant in my thoughts or abundant in my actions, and first becoming that which I want to have more of...

Katie: Yes.

Daphne: Right?

Katie: Yeah, and there's a sense there of what you would call either *matching* or *resonance*.

Daphne: Yes.

Katie: It's a vibratory phenomenon, not a mass phenomenon. If I feel unlovable, that's like the radar signal I'm going to be putting out.

Daphne: Yes.

Katie: Then I'm working at cross-purposes with myself. I both want more love and don't.

Daphne: Yeah.

Katie: A lot of what we do in our seminars (we actually have one of those seminars coming up very soon) is we take a look at the counter-manifestations, the unconscious manifestations, people are creating...how to recognize those and how to really embrace those in such a way that

you can love yourself even for your unconscious manifestations. That gets you open to actually being able to create the thing you say you want.

Daphne: Yeah. I think one of the things that really point to a lot of the unconscious manifestations is this *upper-limit problem*. We touched on that a little bit in a previous episode. I can't remember which one right now. We kind of create the opposite of what we want (unconsciously, of course), right? That keeps us from experiencing the highest levels of joy and expansion that we can have in our lives. I know Gay has written about this in his book *The Big Leap*, which I highly recommend.

Katie: Yes, we have it in several of our books, but it's in concentrated form in *The Big Leap*, which is really also a historical phenomenon.

Daphne: Yes.

Katie: People don't really understand how many thousands of years humans have spent just getting by.

Daphne: Right. Right.

Katie: The best of our manifestation (it's still true for the great majority of the planet) is food, water, and shelter.

Daphne: Yeah, at least.

Katie: That's about it. Then, maybe, safety and community. Much of the world is still stuck at that level.

Daphne: Mm-hmm.

Katie: It's kind of like Maslow's hierarchy. To realize that our nervous systems, our brains, and our physiology are all organized around, "Where's the next threat? What do I need to be aware of? What do I need to be watching out for...?" We're not wired up yet to have things go well.

Daphne: Mm-hmm.

Katie: That is also, I think, very much part of the manifestation process. We're creating a mutated nervous system that can actually handle longer and longer periods of things going well.

Daphne: Yeah. That's so true.

Katie: That's what we call the *upper-limit problem*. We have the thermostat setting. It's our, "Uh-oh!" thermostat setting.

Daphne: "The other shoe will drop at any moment."

Katie: Exactly. Yeah. "Things have been going too well. I have been feeling too good. Oh! I get a big check in the mail! Oh! My car breaks."

Daphne: Yeah. I get a big check in the mail. "Oh, my oven is broken." My alarm system won't shut up. My body has to quit with going crazy, right?

Katie: Yeah! Yes.

Daphne: True story, everyone.

Katie: We've all had those experiences.

Daphne: Yes we have. Yes we have. Okay, good. So goals and manifestation... I see these two things as fitting together very well because in my experience, Katie, often the goals I'm creating for myself (whether they be in my life or with my teams and my work and all of the things I'm doing) really are fitting into this bigger picture of creating the life I want to experience and being with what wants to come through me in the moment. I loved your metaphor of... Were they lime trees in your back yard?

Katie: Yes.

Daphne: Yeah. Lime trees. My trees, if you will, blooming and how I'm directing my energy... Right?

Katie: Yes!

Daphne: These two things work very well. I really wanted to hit on that manifestation point. I loved what you said about it being a vibration inside of us that actually reflects the change we want to see before it happens. I know that sounds nuts; it's not nuts.

Katie: Not so much anymore, but I'm sure that to some people it will still sound nuts. Yeah.

Daphne: Exactly. So let's give a little science, okay?

Katie: Oh, good!

Daphne: Oh, good!

Katie: Oh good, let's bring in science!

Daphne: Let's bring in science. Right. What the yogis have told us for thousands of years about our consciousness and all of those great things... Western science is showing more and more now, and they have all of these cool tools like functional MRIs and all of this cool stuff they can use. Rick Hanson's book, *Buddha's Brain*, is one of my favorite books. There are many neuropsychologists like him. He really looked at the science and talked about how what has our attention starts to shape our brains, right?

Katie: Yes.

Daphne: I think one of his famous lines is, "Neurons that fire together wire together."

Katie: That's my very, very favorite sentence from the movie *What the Bleep Do We Know?*

Daphne: Was that in there? I never saw that movie.

Katie: Yeah.

Daphne: I ought to write that down.

Katie: Oh, it is. In fact, there's a fabulous scene in there with some animation about how the brain works, and the key sentence in there is, "What fires together fires together." Then later on, if you want... That's the whole background behind what we call *pattern interrupt*.

Daphne: Yes.

Katie: If you stop something like complaining about something, you actually can change not only the habit but the wiring of your brain.

Daphne: Oh, okay. So that's something for all of our listeners out there: giving up the complaining will actually rewire your brain. I love that. What was the movie again, for our listeners and myself?

Katie: It's called, *What the Bleep Do We Know?* It's from many years ago.

Daphne: Yeah. I never saw that.

Katie: It was interviewing a lot of scientists at that time, and we have a lot more well-developed science now, but the real basis of that is that we know from hundreds of experiments that what you give attention to grows.

Daphne: Yes. This is the key point I wanted to make around manifestation. It's just inherent in us that... For example, if I put my attention on patience and want to experience more patience, or if I want to experience more recognition, well, am I willing to experience that within myself first? That actually changes my neurophysiological patterning.

This is not just woo-woo spiritual gobbledygook anymore. That's actually what starts to happen. I really wanted to bring the science into this too, and I think that's where some of the manifestation idea got a little lost, and it got really out there.

Katie: I do too. I think one of the things I want to invite listeners to do is to test this out for themselves.

Daphne: Yes.

Katie: I think one of the big problems with manifestation is that just closing your eyes and wishing for it and then going on about your life doesn't work really well.

Daphne: No it does not.

Katie: Experiencing it inside... We've given a lot of focus to this over the years and actually have several chapters about manifestation in several books. One of the books is *Conscious Living*. Another one is an older one we wrote. It's called *Radiance*. You can find it on our website. It really talks about three levels of manifestation.

Just to summarize those for you really quickly so you can have that internal experience... The *Newtonian* level would be to create an image, to write down specifically what it is you want, to cut some pictures out of a magazine and make a collage out of the thing you want. Then the *Einsteinian* level is to really give attention to your experience.

When you look at those pictures, how do you feel? Do you get sad? Do you think, "Oh, I'll never have that"? Do you remember how you got your favorite toy taken away from you when you were a kid? You actually love yourself for whatever you're experiencing right then as you think about the thing you want to manifest.

What we call *Third Way* is really letting yourself get open to receiving and putting a focus on all of those integrity skills we've talked about several times in our podcasts so that you're actually lined up to be able to. You have your wheels all in line so when you get the delivery, you can actually take it down the road.

Daphne: Yes. Yes. That's really what I think is important in these three levels and ways of manifesting and the fact that what we put our attention on grows. I think that's how that all fits in so well. Now I want to come back to goals a little bit, Katie.

Katie: Please do!

Daphne: This is the surprise. This is the myth.

Katie: Ooh! Ooh!

Daphne: I think any leader has probably heard this cited when they talk about goals. It has been cited that there was a study done by Mark McCormack... He wrote the book *What They Don't Teach You at Harvard Business School*. In his book, he said there was a study done at Harvard in 1970 where they looked at these leaders and had them write down their goals.

Katie: Oh yeah! I remember that one!

Daphne: Yeah. The 3 percent who wrote down their goals were making 20 percent more money 10 years later or something. That study does not exist. It was never actually done. He made it up. He made up the story and put it in his book.

Katie: Yep!

Daphne: Thank you to Fast Company and a bunch of other people on the Internet who really dug into this. It was never done. Sometimes it's cited that it took place at Yale. It never happened. No one at Harvard or Yale...

Katie: Uh-huh. I had heard of it as a Yale study.

Daphne: Yes. Yes. However, Gail Matthews at Dominican University did do an actual study, a couple of them, around goals.

Katie: Oh, thank you, Gail!

Daphne: Thank you, Gail Matthews at Dominican! She came up with three factors, and I think these fit in so well with the idea of writing down our goals, with what you were talking about, the Newtonian and Einsteinian approaches, and what we're talking about with reviewing them. Here are the factors she demonstrates in her research. First, *accountability*: sharing with a trusted partner, for example, or someone you trust with your goals in your life. Second, *commitment*. Ah, one of our favorite words: *commitment*.

Katie: Indeed.

Daphne: Even publically making a statement, committing yourself... Boy, there's nothing like a public announcement of, "This is what I want to create," to uplevel your accountability and then keep yourself aligned. Then, guess what, Katie? The third factor is *writing them down*.

Katie: Writing them down.

Daphne: Writing them down. Again, these (accountability, commitment, and writing them down, and the three levels of manifestation that you just mentioned) start to align us, right?

Katie: Yes.

Daphne: These start to become our commitment. This is another statement I wanted to make: our resources follow our commitment. It's not the other way around. If you're committed to watering those trees, that's what really matters. I imagine that if your hose breaks, you're going to figure out a way to water those trees, right?

Katie: Yes indeed. I will.

Daphne: Exactly.

Katie: What I also hear you saying is that commitment is the key to the map.

Daphne: Totally.

Katie: You don't really get to unfold the map and find the treasure without commitment.

Daphne: Yes.

Katie: That commitment is really a kind of aligning of yourself and focusing of your attention and your actions in a chosen direction, not just randomly or because you saw somebody do something, but really coming from your own conviction and your own taking a step in the direction you're choosing.

Daphne: Yeah. I can't remember the Latin that *commitment* comes from, but it means to move yourself in a chosen direction, right?

Katie: Yes.

Daphne: It's actually a verb.

Katie: Yes. To commit. That's the way we use it, rather than the big verb which people take on like a big rock and then fall over.

Daphne: "It's so heavy. It's forever. It's forever. This commitment is going to go on forever." If I fall off of my commitment... "Loser!"

Katie: "Loser! You failed! You weren't perfect!"

Daphne: "You failed. *Wah-wah.*" We just see it as moving in a certain direction, and sometimes we fall off, so we recommit. It's easy.

Katie: You recommit. You recommit. You recommit. That's your theme song.

Daphne: You recommit. Everyone out there, that is your theme song. You just recommit. Okay, so when we talk about writing goals down... What I'm getting into now, Katie, is a little bit of the process, if you will, of writing them down, reviewing them, right?

Katie: Yeah.

Daphne: When we come back to this idea of ritual... I love writing out my goals, and I love going back and reviewing them, and here's why. Here's one part of it. *Why* might be a strong word, but that's what I do. It's the effectiveness of ritual, right? It's the totality of expression, and I think this is how this whole manifestation in the spiritual world and this world we're living in of goals and creating the life we want and creating the team we want all starts to fit together.

Katie: Mm-hmm.

Daphne: Right? Are you giving this thing, whatever it is you want to create, your full attention?

Katie: Mm-hmm.

Daphne: That's the expression. It's clear and powerful. That's where our words become so valuable and sacred to us, by declaring. Last is the repetition, which I think is really where the reviewing and the committing and the recommitting fit in.

Katie: Yeah. Those are so beautiful. I want to just underline those again so people can create a map they can then fill out with their own actions and their own goals. It's like turning toward the thing you want, giving it your full attention.

Daphne: Yeah.

Katie: That doesn't mean just staring at it like you would a bug, but really opening your breath, opening your body posture, and letting yourself really fully expand to make space for this with your full attention. You're not distracting yourself. You're not multitasking. You're really attending to this, even if it's just for two minutes or five minutes.

Daphne: Yeah!

Katie: During that time when you give it your full attention, you find the words, and one of the things I want to insert in here is the great power of verbs.

Daphne: Yes.

Katie: Particularly of present tense active verbs like *creating*, *enjoying*, *exploring*, *discovering*, and *savoring*.

Daphne: Mm-hmm.

Katie: Those really activate your nervous system much more than "I want to have..."

Daphne: Yeah. Right. It's so true though. "I want to get a new car," right?

Katie: "I want to get a new car someday."

Daphne: Right. Right. Right. Yeah, someday.

Katie: Last, the repetition is not like, "I want a new car. I want a new car."

Daphne: Right.

Katie: It's the actual kind of recreation, the re-manifesting of that inside of yourself, with your attention, with your words, and with your whole body experience.

Daphne: Mm-hmm.

Katie: That repetition... You might change the verb a little bit. You might add a little bit to it. You might create a new picture in your head. All of those create new wiring in your brain and in your whole body to really give you the juice, the fuel, to make that goal real.

Daphne: Yes. If you read anyone's work (Brian Tracy and all of these great guys and gals who have written about goal setting and accomplishing goals and all of that)... One of the things they show up with consistently is, "What are the behaviors, what are the actions, you've taken toward that?" Right?

Katie: Right.

Daphne: Right. It's the consistency. We're not talking about a blind consistency. I think it was Emerson who said something like, "Consistency is the hobgoblin of little minds."

Katie: Yes.

Daphne: Well, I'm going to push back on him just a little bit (because he can't defend himself) and say that yes, that's absolutely, totally true of unconscious consistency and mindless consistency. But conscious consistency with actions that are clear and words that are aligned and your body language... That consistency is absolutely necessary and exciting when we want to accomplish a goal, so I like that consistency.

Katie: Yes. I like that: a conscious consistency, a chosen consistency. Also, I want to underline (again) the fact that you are going to drift. You are going to go unconscious. Most of what we do is unconscious, so when you notice that, to bring yourself recommitting doesn't mean blaming yourself and feeling bad and then kind of giving some attention to what you want to create. It's really a fully bringing of your attention again to what it is you want...not what you don't want, but what you really want.

Daphne: Ah. Such a good point. Not what you don't want. People are pretty good at saying, "Well, I don't want that."

Katie: Yeah. "Oh, I don't want that, and I don't want that."

Daphne: "But I do want..." Stay focused on that. Yeah, that's so great. Thank you for underlining verbally. I like that.

Katie: My pleasure.

Daphne: Love it. Well, we're going to go farther into this conversation, but let's wrap up this episode of the show.

Katie: Okay.

Daphne: We want to invite you to first check out all of this stuff yourself. Don't take our word for it, because I know I'm bossy pants, and I like to boss people around.

Katie: I'm not saying anything.

Daphne: One of the greatest gifts given by all of my wonderful teachers was, "Don't ever take anyone's word for it. Go try it yourself." Go try this out. That's my big invitation. Try this stuff out. I think that writing down your goals using an action verbs in present tense is so important, which you were talking about too.

Katie: Well, that's how you actually own this. This is how you manifest. You can envy other people's manifestations and you can wish that you could manifest, but until you actually put your feet on the field, you get your body in the pool, you're not going to be creating what you want.

Daphne: No. Not at all. This is one of my favorite parts of Gay's and your work, Katie: consider a *wonder* question.

Katie: Oh yes! I love *wonder* questions.

Daphne: So do I. They're my favorite.

Katie: They propel you into the unknown.

Daphne: Yes.

Katie: That's where all of the good stuff happens. If you already knew how to create it, you would be doing so.

Daphne: Absolutely.

Katie: A *wonder* question is best formed with a "Hmm," which opens up your wonder brain. It shifts you from your critical brain to your wonder brain. "Hmm. I wonder how I could..." Then you insert a present tense active verb like *enjoy* or *manifest* or *create* or *discover* and then what it is you want.

Daphne: Yes. Love it. So leaders, listeners out there, give those two things a shot over this next week and before our next episode, because we're going to go deeper into this topic. If your mind feels blown a little bit right now, good. That's what we're up to. That's what we want.

Katie: Excellent.

Daphne: Excellent.

Katie: Just make sure you walk around a little bit before you drive.

Daphne: Yes, please. Yeah, no upper limiting by creating a car accident. Well, some of you might be listening while you're driving, so just pay attention and take a deep breath. All right, well, we hope you enjoyed the show today and that you remain more inspired than ever. We're so appreciative of all of you who are listening today.

I love that you brought up your books, Katie. I just want to speak a word about *Conscious Living*. It's one of my all-time favorite books. I did every exercise in that book. It changed my life, so I want to recommend that to anyone who's listening out there. *Conscious Living*. I know you can find it on Amazon and probably through your website.

Katie: Yes.

Daphne: *The Big Leap* is an excellent book as well. So check out those books, and I would highly recommend those to anybody who wants to take their life and their leadership to the next level, for sure. Feel free to post your comments at www.daphne-scott.com, and keep living a Super Fantastic Leadership life!

Katie: Mm. Thanks for joining us on the journey!