

Welcome to the show. Folks. We are glad you are joining us for another episode on the stress effect. Uh, this is been a great big topic, a lot of information that we've been discussing. Uh, Brian, Alex is joining me again on the show.

I hope that's not stressful.

Is that part of the stress affects? It's not the stress effect, but I don't know what you're going to say. Now I'm stressed. Uh, so for those of you that are listening to us, and if you haven't discovered yet, you can also watch these episodes. We have got this on CLO.tv, C L O.tv. Uh, we have got the videos of, I don't know, how many, half a dozen or so up there now. And we are continuing to record these, uh, both for the podcast itself, but we're also doing the video as well. So you can, you can listen, you can watch whatever you would like to do.

Now, today we are, uh, carrying on, we have discussed a lot about stress and how it affects us. And we went heavy into the different personality styles on what does it look like for the D the I, the S and the C we are, every time we talk into the different personality styles, we have some specific caveats, some things that as you listen to it, you might go, well, I relate, but not a hundred percent to what Chris said. So let me always say this.

Um, well, let me say this. If you've not done your personality style, why have you not done this? ChrisLoCurto.com, go get your DISC done. Leaders, get your teams on this, get the video. It is one of the most powerful things for your business. There you go. Every time we talked through DISC, um, I'm speaking in the D the I, the S and the C, but you aren't just one of these. You are percentages of all of them, and you may be a tiny percentage of one. You might be two or three high percentages. Um, I've never, I don't think I've ever seen anybody who's four high in everything, but you're, you have a blend. So as we walk through this, we're going to hit specifically the individual profiles, but know that you might actually pick up a couple of different things. Uh, sometimes you've asked, like, we've been talking Brian, you're a high D high C very task focus person, but sometimes you've vacillate between that D and that C and it looks alike. It seems alike, it appears alike, but they have different results in stress and all that kind of fun stuff. So just know that as we go forward. So we are going to, we're going to carry on with what we're talking about. We're going to hit the, what do we do? What does healthy look like? What does it look like to respond in a healthy way to all of the things that, uh, I'm experiencing when I'm in a stressful situation, we're going to talk about you as an individual. We're going to talk about what does it look like for a leader? If you're a parent, if you're a leader at work, um, how do I respond? All that kind of fun stuff?.

So we're going to dig heavy into this. When we get back right after this,

Welcome to the Chris LoCurto show, where we discuss leadership and life and discover that business is what you do. Not who you are.

All right, folks. We are back. And Brian, Alex is joining me today, Brian, with the three first names I say that you're like, just say Brian, cause it confuses people.

It confuses me.

It confuses you because people call you Alex, don't they? They do. Yeah. So we're just going to say Brian, that's fine. And it's fine. I won't tell them that you're Brian Keith Alex, because that would be really confusing. So, uh, Brian is joining us today, uh, again, to continue the discussion on fantastic.

The ongoing saga.

of what is the stress effect and how do we deal with that? So welcome.

Thank you. Last time we, we really covered the negative aspects. Um, we went into a lot of the unhealthy, immature responses that the DISC has. And again, just to recap, uh, I forget who said it, I

think her name was Heather. Uh, I forget the last, lowkurt. I couldn't spell it, but she said that, "Stress is not something that happens to you. It's a response that we have to the stimulus around us". And so, you know, if you're like me and you're nothing like me, but I'm talking out there. If you're like me, then you you've been responding to a lot of the stress. I mean, if you don't have any stress in your life right now, that is, wow. Please write us, tell us what's going on in your world or where you're camped out in Russia.

I don't know, the cabin in the woods, but it's great. Yeah. And how did you get this? Tell us how you heard about us. Um, but no everybody's reeling with or dealing with, uh, responding to stress. And I mean, you know, even in the last week, uh, wow, so many things going on at once and then even in our, in our personal lives, I'll talk for myself. You know, started at four o'clock this morning and I feel like some days I'm just kind of rolling with punches, but I'm seeing that throughout my day, uh, everything that I'm dealing with, I'm able to put into practice what we teach here, how we deal with personality, styles, clear communication, uh, you know, assessing where I'm becoming a victim. And I'm kind of getting that mentality, where I'm too emotional, where I'm being logical, my decision, making clarity, all of that into play,

And this is what we want to help people do. And so we're creating this contrast between unhealthy, healthy immature, mature. And so that's where we want to press into today.

Yeah. And again, another caveat is the, when we say immature and mature, we're saying not age, we're talking about how much you understand your personality style, the less immature doesn't really understand how they act, react, give information, receive information. The more you understand that the more mature you are in that. Interestingly, as you know, as you're applying a lot of this stuff to life, you're also a dad, you're applying, you're taking a hard look at how you respond, how your kids respond, you know, what does that look like as a parent to recognize stress? Cause you guys have experienced stress, changing countries is not easy and you still have one back in Sicily. Uh, so for those that don't know, Brian was the first team member at the Poimen Group, uh, way back in the day.

On the back porch as we were building this company and then you guys went on missions. And so six years later you've returned, your youngest daughter has returned and she's in the building helping out. I love it.

"Intern"

That's so great. My goddaughter's so glad that, uh, that one of them is here, but one is also still back in Sicily during COVID and Italy shut down hard. So you've experienced some stress. You've experienced some stress on a couple of levels. What has that been like as a father, looking at the things that we're talking about leading you, leading your kids, all that kind of stuff,

Right. So it doesn't matter if you're, you know, CEO or dad or, uh, an employee or, or, or, or all of us have in some, you know, sphere of relationship, the ability to put these things into practice. And, you know, as we're talking through this stress presses on our insecurities and, and into our root system, and it challenges us, uh, on major underlying root issues- fear, control were things that we talk about all the time and in our Next Level Life. And so as a dad, I'm, I'm constantly doing battle with those lies in my head, from my own past and root system and everything, and then trying to lean in the direction of my children, understanding their personalities. So all of this stuff that we're talking about is Uber practical, everyday life stuff. Yeah. Yeah.

And I think an important thing to recognize is that the sooner your kids... And so let me just speak to everybody on this. Okay. As a parent, one of the things that we see all the time is, "I can't be fallible to my kids". The fear of being fallible to your kids, the fear of your kids seeing your failure, the fear that if they see that you're a failure, they're there all of a sudden going to judge you and think, "Oh, well, crap. Now I can't love dad anymore. Dad's not, you know, he makes mistakes, screw dad. I'm going to go, you

know, live my life elsewhere", all that kind of stuff, Folks, here's what you need to understand. Think about it the same way as if your parent came to you and said, I've screwed up. Here's what I've done wrong. Here's how I raised you. I screwed up. I did good here, but I screwed up over here. Here's some specific things that I messed up on. I'm a human being. God's your true actual parent. He's the one who owns you. He's the one who created you.

He's the one who has your destiny.

He is the perfect father.

Perfect father. I'm a mess up. I've screwed up. I've been a failure. Guess what? I'm going to fail again. In the future. If your parent came and talked to you that way you would be able, well, let me just ask you think about it for a second. How would you receive that now? Some of you are like, well, I'd be shocked. I don't know what to do. I don't know. A lot of people will actually say, well, I don't know if I could believe my mom, my dad, but here's what most people come around to. Yeah. I I'd be okay with that. I'd actually be glad that they shared that information.

Well, the, the opposite of that is like, we talk about with surface level responses, this guilt transfer and blame game type stuff. And so would you rather that your parent guilt transfer or played the blame game or owned their, you know, fallibility their, their failures? I think the vulnerability that comes across is a teaching tool. I mean, just this morning, you know, case in point I left a voicemail, a voice message from my daughter over in Sicily and said, Hey, you know this thing that we're wrestling with as a family right now, I need to own this. And I need to apologize because I let something go on for so long. And I owned that mistake because now they're having to wrestle with it too in their own lives, because it, it was, you know, it's not hereditary, but it's, it's something that's learned behaviors in inside of the home. And so the quicker we are to identify those unhealthy or inventory behaviors and can rectify them, resolve them the sooner we stop transferring them onto, uh, you know, our children or the people around us and perpetuating those, those negatives.

Exactly. So here's what I want you to think about. I want to, I want you to take this from two aspects, one, the aspect of a parent, another aspect of a leader, right? So just as Brian just shared, um, the thing to understand is the sooner you do that, the sooner the child, and as I'm using that example of what would you do when your, if your parent did this, the sooner you start to recognize that your parent is fallible and it's okay. Yeah. And you start to recognize that it's okay for you as a parent to be fallible, that your kid is not going to matter what their age is there. They're not going to peace out and like, you know, forget you. Now that I see that you've made mistakes. Here's the shocking, surprising thing, parents and leaders- your kids and your team already know your mistakes already know they've already seen them. There we go. Cat's out of the bag. It cuts into the bag. They know you screw up. So here's what I want you to recognize the sooner you're okay with it. The sooner they don't receive that they're failures because you re you refuse to be a failure. You refuse to say, and I'm not saying that you are labeled a failure that you're going, you know, failure is situations, as Zig said, "failure is a situation, not a person." The sooner you can admit that you failed. I am, I have screwed up so many things in my life. I have made a lot of mistakes. I've hurt people, I've just done a lot of screw up things in my life, right? Being self aware allows me to show other people. I am fallible. Don't put me on a pedestal. I'm not the one that you need to look up to. You need to look up to Jesus. He's your marker, right? The sooner you can get there, the sooner your kids can be okay with making mistakes themselves. The sooner your kids don't look to you and go, wow. Well, apparently you don't screw anything up. The sooner you stop having to protect you, thinking you're protecting them. Well. If, if they discover this bad thing about me, then, Oh my gosh, what does that say about me? So the sooner we get past all of the self protection, all of the, you know, I have to show that I'm infallible. I have to show that I'm perfect. The sooner we get through that, that's when people start to see reality.

And every time that I've done that and applied that principle across the board, the response has been one of love and acceptance back, and it's brought us more intimacy. It's brought us more communication and clarity in our relationship. And that has been a welcome outcome.

Not judgment, not criticism. Oh my gosh, dad, I'm so shocked and surprised. Like when you take responsibility, have you ever received from your kids, I'm so surprised. I didn't know that!

No, they knew it. And I was the one dealing with my own self awareness and whether or not I was going to accept the fact that I do something or I behave in a certain way.

Exactly. And telling yourself the lie that you're keeping them from knowing this, they don't see that I've screwed up, which is just beyond ridiculous. So, so

Here we go. Um, we want to dive into the DISC, just like we did on the, on the unhealthy or immature side. We want to look at those behaviors that, that we can, uh, we can set as markers to understand, okay, this is a better response. This is a, a healthier response to stress and duress. And, and I want you to, as we do this, I want you to tease this part out because I came back on board in September and there was some stress cross-cultural stuff, family stuff, ETC. And as I was going through that, you caught me on a few occasions and, and highlighted well, okay, I see what you're doing and it's fine, but you're really coping with the thing you're not really resolving the thing. And I would go take a walk or whatever, and trying to, you know, high D try to cool down or however that, you know, stress was manifesting that day. However, I was responding to it. Um, you would press me into a little bit deeper, a little bit more healthy, uh, I guess, response to that. And I, I would love for you to talk about that as we roll through. So how do healthy DS respond, to stress?

So before I hit the individual, D, there's some things that are across the board, we're going to hit specifics, but there's some things across the board that each person should, it doesn't matter what personality style you are. Things that you have to, I say, have to let me set everybody's reality. If you don't do this, you suck. Um, if you're going to be successful, like, like you just shared, there's a lot of people who teach cope, cope with this numb, from this, you know, a lot of people out there are teaching, "Here's your struggle. Here's how to deal with the struggle". Right? And we're going to hit some of those things. Even as surface level, coping mechanisms, we don't want you to cope. We want you to actually solve it. The problem is, is that a lot of times people can't get to that resolution because they don't understand their root system. And we've not spent time digging in and discovering what's actually causing the responses the way that they are. So there are things that it's like, well, okay, if you are really jacked up, do this, remove yourself. But, um, so we'll hit some of those.

And we touched about that a little bit. Last time,

That last time, worst case scenario, you know, high D, go for a walk, get your butt out of the situation, go cool off, take 20 minutes. Let your amygdala reset. Great.

You're protecting yourself. You're protecting others. If you need to do that. Okay. But we can develop some skill sets that will get us past that or through that much faster. Right? I mean, that's what we're after.

So the things that we're going to hit that are common for everybody that everybody needs to do. Um, and this is going to be tough

Because we know we said last time was going to be tough. And this time was going to be all put in the South. No, it's more tough. There's nothing that we teach that's just easy, which is just crazy. There's no flowers and ice cream. That's all. Yeah.

Okay. First thing you have to do is you have to take responsibility when you are in a stressful situation. Rarely, very rarely and I mean a fraction of a percentage. Is this happening to you? 100%. You don't have

any parts. There's nothing you can do. You know? And that is, that is so insanely rare. So what we say around here is, you know, control is an illusion, you can't control anyone. You can't control the way people think, you can't control the way, you know, people respond. You can only physically control another being, but that's it right? If you're able to do that. Right? But outside of that, all you can do is highly suggest the way that people think or feel all that kind of stuff. This is like bonafide. I mean, this is Victor Frankel "Search for Meaning". This is, we can only control our response. We can control our response. But what we convince ourselves is that we can control other people. That's an illusion, that's an illusion. You can't control other people. Right. You can control you. And so until you recognize that a lot of times people will also think that somebody else is absolutely controlling them. I don't have a part in this. I don't take the stressful situation, this situation has just come up and rarely do we have stressful situations that don't involve other people, right?

If there were no other people, would there be stress?

So first thing you have to do is take responsibility. What is my part in this? You know, and if you're already in victim mentality, then you're immediately going to say, "Well, I don't have any part in this. This is happening to me". That is not going to help you. It's going to cause you to, you know, immediately go to walls. It's going to cause you to blame shift. That's going to cause you to guilt transfer, cause you to deflect. It's going to cause you to all kinds of stuff. Right. But if you can, if you desire to get through the stress in a healthy way, first ask the question: "What's my part?" So it's like, we, we reset the frame a bit and, and try to look at it objectively to go, What's really happening in the situation? Yeah. I even will say back up and watch it like a movie.

Okay. So back up a little bit and kind of, you know, Oh my gosh. I hate to even use the phrase out of, out of body type of experience. Cause that's so lame. A forest for the trees forest for the trees. Right? So embedded in what's going on. We can't see the big picture. Okay. So back up and take a look and say, well, what is my part in this situation? What is, you know, with what's happening? What's my responsibility. The sooner you can get to that, the sooner you can start taking responsibility instead of looking for places to blame, people to guilt, ways to deflect all that crap. Right?

Second thing is, after you can say, "I do have some responsibility, no matter what". Even if you just get to a small portion of it, next thing to do is to gain perspective. What is going on, what's happening? Why is this happening? How did this happen? What's the thing, what's the actual stress that's going on by asking perspective gathering questions, you might look and see, Oh my gosh, I caused this thing.

You might look and see, Oh my gosh, somebody is trying to be very controlling in this situation. Oh my gosh, I have greater responsibility than I thought, Oh my gosh, I can actually put in super healthy boundaries. But until you start asking, "What the crap is going on?" You don't know, you just immediately respond the force of habit way that you've always responded. So whatever that surface level response is, if you're a high D and you feel out of control. And so you jump into anger, you're there. If you're not asking the question, what's actually happening, then you're already moving on that. I'm going to respond with anger.

And I, I imagine those decisions that come out of that with the emotional driver, like that is, are probably not the decisions, best decisions that have ever been made. And we're not gonna look back and go, wow, those were brilliant. Brilliant. Look at me. Yeah, that doesn't happen. That doesn't happen. Okay.

In fact, we look back on it and here's one of two things. If we are mature, we go, well, I screwed that up again. You know, like you're the, the, the voicemail that you left, Hey, I screwed that up taking responsibility. But what we tend to do is go, aha. See, I was a victim in this. Aha. I responded right. Aha. Um, the more mature, the more frustrated you are with how you responded. So gain perspective. Okay. The next thing you need to do is ask yourself, what are you telling yourself? What am I telling myself?

And usually what we will say is, especially in something like Next Level Life, or, you know, if we're working with leaders during a, an event or something, a StratPlan or something like that, we'll say, "what is the lie you're telling yourself right now?" And people will go, "I'm not telling myself a lie." "Okay. Well, what's the thing you're telling yourself?" "That I'm a total failure." "Okay. Is that true?" "No. You know, a lot, I'm going to fail at this, this thing that, you know, people are going to be judging me. This, this, this, this, this". And what you discover pretty quickly is, is the negative self talk that you're telling yourself in that moment tends to be a lie.

You know, I don't know that we're really taught how to self assess like that. It's not something, I, at least I don't do it innately or, you know, naturally I need to be provoked or I need to learn this, this behavior to assess and be aware of what am I thinking? Why am I thinking that where's that coming from and assess, do I want to keep thinking that or not?

Well, yeah. So if you think about it, how did you get to this place? You know, you just left a voicemail for your daughter because you taught her something the way that you handled the situation, trained her, it trained her on her worth it, trained her on what to think about the situation and trained her, what to believe. So that's what you taught her. You're now changing that, you're changing the narrative for her. You're teaching her, Hey, that was wrong. Dad's screwed up. I made a mistake. Here's how we're going to look at this. Here's how we should move forward and you're helping her to create a different decision making process. So the very thing you just said is is that we're not trained this. Well, what we talk about is that you're setting up your decision making process by how you teach and train your kids.

Right? So if at an early age I'm teaching my kids, Hey, I just screwed that up. You know? And I'm, now caveat, not the ridiculousness that's happening nowadays of you can't tell your kids no, this horrid parenting of, you know, you don't give your kids responsibility. That is in no way, shape or form what I'm talking about here. You know? So you see it a lot. That's not what I'm talking about, what I'm talking about. As you screw something up and you come back and you go, you know what? Dad messed up. Um, I shouldn't have responded that way. I shouldn't have done this thing over here. I shouldn't have whatever, not, I shouldn't have given you a consequence for making bad decisions, right? By doing that, you're teaching them, Oh, dad's taking responsibility for his response. Crud. I need to take responsibility for my response.

Right? All of a sudden nobody's a victim anymore. Exactly. But they see the person teaching and training them, doing that very thing that nobody teaches and trains, right? So once they see that they go, Oh, I'm I need to do this. It's the same thing we teach about choices and consequences. When you teach a child, when you teach a team member, when you teach a leader, if you choose this bad choice, you get this bad consequence. If you choose this good choice, you get this good consequence. It's your choice. You can do it. If you want to show up late every single day for work, guess what? You're choosing to get fired. It's your choice. You don't have to do it. You can keep doing it. It's completely up to you.

This is where control is a reality in the sense that we control our responses, our decisions. And then we have to own those consequences that come, we do. Here's the problem. We live in a society nowadays, that's telling you that if you got fired for showing up late, you know, multiple times that you worked for a bad boss, we live in a victim mentality and you can assign, right? Yes, exactly. There's no way we see any of this going on right now in our country. And all the different things that we're experiencing. The politics of this country right now are beyond stupid victim mentality, right? So you see it everywhere and it teaches and it trains you. You're a victim to this situation. Don't take responsibility. That is, you can do that, but don't wonder why life just sucks because you never have responsibility for your choices. So the last thing in this had, there's so much, Chris, how in the world am I going to do all these things?

So I'm going to summarize again, take responsibility, stop and take a look at what your part in this is. Um, gain perspective. What's actually happening. What happened? Why did it happen? Gain a

perspective on how it even got the stress situation, even got to this place, because that helps you to make better decisions. What's the thing you're telling yourself. What's the lie you're telling yourself. We've got to battle a negative self, talk as fast as possible. Next thing is, and this is a tough one, too. If you've been doing this for a long time, this is a tough one to understand. And that is you have to understand the difference between emotion and negative self-talk so one, some for some folks, the concept of when that negative self talk comes up on that lie comes up. You know, I'm going to be a failure. I failed. I suck. People are judging me. They relate that with an emotion that it's the same thing that the negative self talk is emotion. And it's totally not. It's not the same thing. It is something that you're telling yourself. They believe that that negative self talk coming up, that negative lie, that's coming up. Is there a positive lie? That lie that's coming up is an organic emotion that they're experiencing and that's not truth. The truth is you're telling yourself something and you're believing it. You're running with it. And you believe if you apply it to a feeling, if you apply it to an emotion, then what you're saying, because the world is telling us for decades, your feelings are valid. Your emotions are valid and you have to accept. You have to accept those. Those are those are there. Those are real. Listen. We all have feelings. We all have emotions, no ifs, ands, or buts about it. It's okay to feel angry, if you feel angry. It's okay to feel sad, if you feel sad. How you respond to it is considerably different than the emotion you're experiencing.

It's a difference between acknowledging that it's there and accepting it as a reality and receiving it as your reality.

Yeah. I, I told Heather last night, uh, you know, we had two weeks with our granddaughter, with one of our many granddaughters, another intern in the house. She was an intern here at our seven year old who was helping out, Catherine cook. She was doing all kinds of stuff here. And I told Heather last night, it's so funny. We were brushing our teeth, our teeths, brushing my teeth, all of them. Um, and I looked at her and said, "Hey, uh, I'm grieving". And she goes "because of Harlan?". And I said, "yeah, you know, I'm, I'm, I, I didn't realize it". You know? And so it's interesting where for me, I come home, I see the little, uh, soap bubble thingy in the bathtub. That's sitting in there, you know, and her, you know, her carseat's still in the car. And, and I very quickly, I have two options here, continue to grow in the sadness and make myself a victim and be sad and live in the sadness and take it out on other people. And, and, and, and, and, and allow it to grow or go, Hey, what are you feeling? That's an emotion. I'm feeling sad.

You're acknowledging it.

Why am I sad? Because, um, I had to take her home. Wow. Okay. Well, acknowledgement. That's what I'm feeling. So what do I do about it? Get over it. How do you get over it? Recognize that it's okay to be sad that she's gone, but do not continue to act on the sadness. Get rid of any negative. So, Oh my gosh. I wish she was here. I hate that. She's not here. Get rid of the wallow in that for awhile and yeah, exactly. And what people don't understand is they think the wallowing, which is the negative self talk is the emotion. And it's not the emotion is the sadness. The emotion is the grief, the negative self talk that I keep telling myself and adding onto it is something I'm in control of.

I can very quickly go to knock it off. So as I'm standing there brushing my teeth and I go, huh, and through my head, we literally do the things we teach here. What are you experiencing? Oh, what's that? What are you telling yourself? Oh, okay. Well, what's the truth. This isn't the end of my time with one of my granddaughters, all of my grandchildren. It's not done yet. I have more great opportunities. God has blessed me with two solid weeks with one of them. My gosh, I hope I can get others for me. Move to gratitude. I moved to gratitude and so very easily, I just go, Hey, I'm grieving. And Heather's like, yeah. Okay. I can see that. And done. It's over with, it's not a continued, I still miss her. I still wish she was here. I wish any of my grandkids were here. Um, but I'm able to work on the thing.

That's helpful perspective just to watch the mechanics of how those thoughts come in, the feelings are there acknowledging, but then deciding what you're going to do. And we're doing the same thing with stress. We're acknowledging that it's, you know, it's present. We kind of take our temperature. Okay. I'm, I'm feeling this response to the stimulus. And so now I can having assessed or having acknowledged that I can determine what I want to do with it.

Exactly, exactly. And I know it's so funny as we teach these things. Uh, so let me add a fifth piece to this. Uh, and that is practice. You have to practice as we talk through this, people go, well, geez, Chris, that sounds so easy to say. And I'm like, Oh no, it is very easy to say, it's difficult to walk out, but what are your alternatives? If you do not begin to practice taking your thoughts captive. If you do not begin to practice battling the lies with the actual truths, if you do not begin to beat down the negative self talk with truth, perspective, reality. If you don't start doing that, you don't get to the place where you're standing there, you know, and within a minute, you're moving past grief. Doesn't change that the emotion is still there, but the negative self talk is gone within seconds.

Where in the old days, when I started doing this way back in the day, when I felt like God taught me how to do this, man, there were some that took me an hour. There were some that took a lot of battle a lot over and over and over again. So you have to practice to get to a place of constantly recognize negative thought, negative thought, negative thought. There's probably about 400,000 negative thoughts that get through in a day that I don't catch. Right. I catch the 47 that really start moving me in an emotional way and moving me towards some sort of self protection, victim mentality, whatever I catch those. And I'd beat them up and knock them down and move on.

And so, yeah, reality check. Uh, we, we don't have any guarantee that the rest of this year is going to get better. That it's going to get easier, that the stress is going to go away.

Level Seven of Jumanji is going to be better than it is right now

That all of our, yeah. That all of our grieving over the past normal that we wish we could go back to is just magically going to reappear. It may not. It probably won't. And so with that, we have an excellent opportunity to do exactly what you're saying. Put this in the practice now. Absolutely. What choice do we have? And we are going to tease people because we are going to share that information. When we come back right after this

Next level Life is our two day personal discovery experience. It's a one on one personalized event where we guide you through a process to help you discover your root system, to get unstuck in life and to discover what's holding you back from freedom and peace. Imagine this. What if you could wake up every morning with a clear purpose, what would it look like to have healthier relationships with less conflict? Where would you be in a few months, a year, five years, if you had clarity, purpose and peace, probably a big difference from where you stand today. Now I know it's possible because I've been where you are asking myself, "is there more?", There is, and there is a better way. And it starts with Next Level Life. You can go to [chrislocurto.com/discover](http://chrislocurto.com/discover) to take the next step. Now, if you're struggling with this contentment, regret, or not feeling good enough, which most of you are, if you're filled with anxiety or your relationships are lacking, don't keep going through the same motions every single day, learn how to move past the things, robbing you of peace, go to [chrislocurto.com/discovery](http://chrislocurto.com/discovery) and take the next step.

All right, folks, we are back and we are continuing on with the Stress Effect. And we are now at the time of what do I do as an individual personality style. Now, everything that we just shared is stuff you need to do, no matter what personality style you are, but we're going to hit some of the individual stuff.

Right. So, uh, we're starting with the D cause that's in our acronym. I want to start off, DISC, yeah, I love, I mean, come on. I, I I'm the DC, so I get at the front and then at the very end. Right. but yeah, let me go back to okay, September got back stressful situations going on, uh, you know, this reverse culture shock

and just dealing with stress and then coming into the environment here, I'd been out of an office for six years, coming back into a lot of different things going on. And so coping with that, I'm thinking, okay, what can I do? I can exercise. I can do things. And, and you were teasing out here and there. Okay, well, you're, you're doing good. You're managing those emotions fine. That's coping to a certain extent. It's only gonna get you so far. It's not going to solve. It's not going to solve it. So help us see what are some of those coping mechanisms that aren't harmful, but they're not going to get us from A to B. They're not going to grow us. And you started pressing on me in certain ways as a D to get us, to get me a little bit farther down the path. So let's, let's press into that

Just quickly. I'm going to hit some of the negative tendencies and immature. High D is going to respond with anger, the threat of anger, frustration. They're going to wear it all over themselves. They're going to punch walls. They're going to punt. They're going to hit things. They're going to,

I did not hit anybody or anything in the, in the office,

People or things outside the building outside... No animals were harmed. No animals harmed in this video. A healthier coping, is go physically, wear this out, go for a walk, go for a run, go lift heavy weights, go do something physically the high D when they feel that heavy stress. And they start with that response. What they don't realize, What happens inside is you get all of this adrenaline, you get all of this cortisol. Everybody gets the cortisol dump. Everybody gets the adrenaline dump, but the high D physically needs to do something. And so a coping mechanism would be the very thing you're doing. Go for a walk, get up, leave, walk around the building, go for a mile, Whatever it is for myself from the situation. So I can reset. Yes.

So, and I believe we explained this in the first episode, if we didn't let me just kind of hit it again. Inside the limbic system of your brain is the amygdala, the amygdala sets how you're going to respond to situations. So, if you're frustrated, it's usually a 20 minute time period. It can up to 20 minutes. Now, if you get through it faster, like, you know, like I say, you use the right tools, you get through it. And in 30 seconds, a minute, a lot of times, five minutes. Um, but in that, in the, um, amygdala, it is set for 20 minutes. So your brain is saying, you can respond this way for the next 20 minutes. And if you don't get it re-sparked again, then usually you get over it within 20 minutes. Okay. So a lot of people listening right now are going, Oh my gosh, that's my spouse, my spouse.

So it usually takes 20 minutes before the like, okay, all right, I'm fine. I'm better. If you restart it, you restart that frustration. Again. They think of negative self talk with another human being. You sit around with somebody and you, the victim mentality. "Oh yeah, you are a victim. I can't believe they..." Then you just restarted again. And you're considering that you're continuing that frustration. Exactly. So the high D subconsciously recognizes, if I will go for a walk, I'm going to be okay in a certain timeframe, they don't recognize, Oh, my amygdala is telling me I have 20 minutes, but you know, right. So they get up and they get going. And another big piece is what you said, remove yourself from the stressful situation. So those are healthy coping mechanisms. That's not going to solve the problem. So when we go back and we take a look at the five pieces we've talked about beforehand, if we're going to get to the, what the crap is going on, how do I solve it? How do I resolve this thing? You've got to plug all of those pieces in. Now for the high D specifically to the high D as you're going through some of the things, as far as taking responsibility and gaining perspective is recognizing what you will normally do to other people in the moment. Okay? So the sooner you can go, Hey, my GoTo, my force of habit is I want you to know I'm pissed. I want you to see my responses, physically.

Project that emotion, when, when it's that kind of intensity, then yeah. That projection comes on. And then the other person really feels us radiating that.

And then we feel in control again, because you're no longer responding or, or, or whatever, you know? And, um, that's in a specific situation if another person's involved. Right? But the key is I feel out of

control. So I'm going to try and control people or outcomes. And for the high D it's through anger, it's through frustration. There are times one of the things we tell people coming in for all of our events, one-on-one events, whether it's next level, live, strap, plan, whatever is, we tell people, Hey, we watch every bit of your body language. They're like, I know. I know. And it's like, no, it's not a bad thing. It's not, we're not looking to judge and criticize. It's giving us information. You're feeding us information to know what you're experiencing in the moment. It helps us to know, Oh, you're frustrated. You struggled with that. You looked away, you crossed your leg that direction, you cross your leg back. You, you know, we're looking for all of those pieces. Why do you keep playing with your nails? Why do you keep, we're seeing how you're responding? Because so many times it's so difficult not to respond outwardly for the high D you can control people by shutting them down. You've with showing frustration or anger. You have to recognize, I have a tendency to go this direction. And here's the thing. It doesn't solve the stressful situation. It causes you to feel like you're back in control because it may shut the other person down. So if you're responding, if you're, you know, in those moments, you're high D you're you're, you're focusing in the moment. If you're responding with somebody else and you just show them, I'm pissed. And it's not somebody else who's going to either be mature enough to set healthy boundaries or somebody who else has a high D. Then what they do is they acquiesce Brian's pissed, I don't want Brian to be pissed. If it's an, I or an S, people pleasing mode, I need to just shut down.

We're not going to let the others in the office here, this podcast, because I don't want them having tools to kind of deal with, Oh my gosh, this is how you, okay. The last thing you want is our people have have the tools. Exactly. So I want to be in control. Okay.

So when you recognize how you tend to respond, right, you can shift that, Hey, don't do this.

And like you said, we're kind of zooming out to see ourselves self-awareness and then I can go, Oh, I have a tendency to do this. Okay. I need to, ah, what do I do exactly. Help me do it.

So the sooner I can see how I'm going to react or the sooner how I can see how I'm going to go into victim mentality, or what's the lie that I normally tell myself in that situation, or, or, or then instead of building up with anger, frustration, whatever it is, I can start talking myself down and going, hold on a second. You don't have, don't respond angry. Don't respond frustrated. And again, I'm talking about in a healthy response. I'm not saying there aren't times that there's righteous anger. I'm not saying there aren't times. If I saw somebody abusing somebody, you're dang, Skippy every bit, every part of my personality style. And that doesn't matter what it is, is going to move straight to righteous anger. I'm going to solve this problem.

And that's, that's emotional and logical at the same time to come in and rescue someone who's being abused in a situation like that. And it's an extreme totally. But over here on the other side, what we're talking about is every day in your office or in the home dynamics, when we feel that we have to overlay and go, okay, this is emotion right now. Is it also a logical measured response to what's going on? Yes.

The other key thing is to look at, so D's will do this. C's will do this. I's can do this heavily as well. Is, "Do I shame other people in this moment because I'm out of control?" So be very choosy with your words, okay. Recognize where you're going. Start to count this thing down. Listen, you're going to do this. You're going to do this. You're going to do this. Don't be angry. Don't be frustrated, bite your tongue for a minute. Walk through all the other pieces. So push the anger, the frustration back for the high D. It doesn't mean that you're repressing actual feelings. It's saying repress the response that is out of control.

We had to acknowledge that that emotion was there. So we're acknowledging that emotion we're taking our temperature, we're assessing, but then we're determining what we want to do with it. And that's not repression that's guiding it. And so then the emotion gets out of the driver's seat over to the

passenger seat, and we're in the driver's seat. And we're in control of our responses now, while still acknowledging the presence of that emotion.

Exactly. Exactly. So the sooner you can do that, then the sooner you can start to respond to the stressful situation with good quality perspective, how do I solve this? You know, you shut down what you normally would respond and want to, and again, I hate to use the term shutdown for people who are going to run with that and go, Oh, Chris is saying don't ever feel anything. That is not what I'm saying. Take control of your actions, take control of your responses. Right? So it doesn't mean that I'm not frustrated.

You can't do that. If you're out of control with those emotions, that's the bottom line.

That's the bottom line. So now that I'm here, how do I solve this? What does solution look like? How do I diffuse myself and the stressful situation as well? Um, what do I tend to do with other personality styles? And Chris Camp was, he's the one who actually asked the question during Next Level Leadership Live Event of how do the different personality styles respond to stress, you know, and I posed it back to him. What's the difference between, you know, before Next Level Life and after. And he's like, I ask a ton more questions now, perspective gathering, instead of me responding, I'll start asking questions to somebody else, because here's the deal. If I feel out of control because of the stressful situation, but I recognize, man, I can gain a lot of perspective. I also might get a solution in here by involving other people asking questions.

So how do we solve this? Well, what do we do about this? Do you think that's the right way for you to respond? You know, if I start getting into that question asking, then I'm taking the focus off of, "I'm a victim". I'm taking the focus off of, I need to self protect. I'm taking the focus off of, I need to build the wall, right? I need to be defensive. So the sooner the high D gets into that mode, the more powerful it is because they're now they're working on, let's get to solution. Let's not focus on anger. Let's not focus on frustration. Let's not shut other people down in the moment because we know that's what tends to happen. And then we walk away and the high D feels in control, but then we don't have a good solution. So that's essentially the D. Now, some of the things you can do in the meantime, it doesn't hurt to go take a walk with somebody. We're going to talk through this, but let's also get a little physical walk-in right. Let's go, let's go. You know, here's a stressful situation, Brian, how about where you go for a walk and let's talk through this. There've been times I've taken a personality style that I knew that was going to be frustrated for a walk and just go, let's walk through this because now they're

You kind of fast tracking.

I'm allowing them to get out and cope while I'm talking to them about something that's going to be frustrating or, or hurtful or whatever. And it really helps. So it doesn't mean that you can't do the, I have to sit in the Chris that I had to sit in the chair. That is not what I'm saying. Just don't end with coping, get to the resolve, get to these other pieces. So you can get down to the root of it and go stop my force of habit, negative or immature response. Let's respond in a very, very mature way. So that's a D.

Okay. So I'm very happy to have arrived here. Where for the next two letters I have virtually no dog in that hunt. All the focus goes back over here. I'm out of the hot seat until we get to the C. And then I get my toe stepped on again. So help us with the I. How does an I respond? Healthily to stress.

Yeah. And so just so that people know, and that people ask this question during the next level leadership live event. Well, what's Chris's personality. So I think maybe we asked it of people and Hey, guess what it is. And you know, you want a tee shirt or something like that. And it's interesting. Those who know me, those have been with us for a long time, really got very close, but a lot of people see me and go, Oh, he's gotta be a high, super high D because I'm so confident. I have a lot of confidence because I've worked through all the stuff that we're teaching. Right.

And because of the role you're leading. And so they see you directing.

Yeah. But all I'm, I'm a very high S a very high I, and about a mid D 40 to 50% D bout a 40 C in there, which I've adapted that over the years, I forced that to happen. So for me, I'm doing the very things that we're talking about is what's gotten me to the confidence to be able to do what we do. It's not a, Oh, I changed a personality style no, it'. I'm still a very high S um, and everybody around here knows that. Right? So as we go through these next two pieces, this, this does speak a lot to me, the high I now, all eyes have now just turned off the

podcast. How long did he spend on the D I'm going to turn it back on.

And if you listen I's, it is the toughest for the I to hear the negative.

The I doesn't like to hear negative stuff about themselves. And it's painful, right? Because why? The I tendency we're going to hit the negative very quickly. The I tendency is I can't be a failure. Everybody fears, failure, but the, I really takes the personal failure on head. Identifies with it, identifies who they are. If so, something is negative being said, I must avoid, I must blame shift, deflect, divert. I must do whatever I can. The heavy immature I in those moments will attack the heavy immature. I feels attacked. If I say, "Hey, Brian, um, you didn't get your weekly report in on time." "Well, why are you yelling at me?" "Uh, dude, not yelling at all. Just asking you why." "Well, it feels like you're..." and they can feel like they're being attacked because what they're hearing is you did something wrong or you didn't do something right. And so they immediately go to I'm being attacked.

It's in my worth my value, my sense of, uh, out of control, all of that root system.

Yeah. Immediately. And the lie, the negative self talk that starts running like crazy is I'm a failure. You think I'm a failure. I screwed this thing up. I can't handle that. And so the I's tendency is to push it out. It's somebody else's fault. Let me blame somebody else. Let me blame a situation. Let me blame a process. That's jacked up. Let me, let me guilt transfer somebody somewhere. Let me, you know, it's, you're the one who did this, right? Whatever that is. It's we go to push the blame out. So for the high I I'm in a, there's not a whole lot of great coping things for the I, and the moment you have to jump straight to that perspective gathering, it's not like the high D where, Hey, you can go for a walk, don't punch a wall, right. For the high, I, it, it is more of a get to that perspective as fast as you possibly can because you're, you're immediately going to that negative self talk. So what's really going on? What's my responsibility? What's happening? What am I telling myself? What's the lie I'm telling myself, what's the emotion I'm experiencing in this?

Or maybe having some, uh, you know, healthy people around you that can support and give you accountability in that, that aren't going to feed into the, the victim mentality and the lies that you're telling yourself, but are going to give you some good objective, uh, perspective around that. If you need to reach out to somebody instead of sitting in it. Because I, I remember as we talked about these things last week, one of those knee jerk reactions on the unhealthy, immature side is to remove ourselves, not just from situation, but also from people. And, but if we have healthy people that can say, Hey, press into me on this, or give me some perspective, how do you experience when I'm in a stressful situation? Talk to me about mirror, you know, for me, so I can see what's going on our eyes open. And then from that self awareness, we're empowered to actually resolve something.

Yeah. Now what you're saying, you're, you're speaking from an advanced perspective. Okay. That's more of a 2.0, maybe a 3.0, is this for podcasts? Five or seven, right? Yes, exactly. And here's why I'm saying that if I don't know what healthy people look like, all right, then I might be choosing the very person who is just going to feed and just feed it, but also to be vulnerable enough to say, Hey, Brian, would you poke at me right now? And tell me that I'm being a victim, you know, would you poke at me and tell me, I'm responding. My gosh, all you're going to do is you're going to feed the fear.

So we have to have that. Yeah. I mean, I can do that with you. I come to you a couple of times a day nowadays. No, but it feels like that. And, but I can be vulnerable because I trust

The advanced place where you are, where we are

In a healthy way, press into me on that. Okay. So if we don't have that, where do we start?

And it's like, folks coming into like Next Level Life come in the building, they still got a wall up. They're still testing us. They it's when they discover, Oh my gosh, these people, aren't going to judge the crap out of me and, and I can trust them and I can be vulnerable here, man. The bricks start coming out of the wall quickly, right?

Yeah. There's a completely different person that walks in the front door. By the time we've sat down at breakfast, you've had a cup of coffee. You're sitting around the table with a, you know, the staff members and we're eating breakfast together. And we're all sharing stories. Those walls start to come down and there's some trust and vulnerability that, that starts to emerge.

Exactly. When you, yeah. You recognize these aren't unhealthy people that I'm dealing with. I can, I can say some things. So for that, I, a great point that you made is the isolation is not going to help you. Understand that isolating is only going to reinforce the negative self-talk because the moment you remove yourself, bam, bam, bam, bam, bam. All those lies. All the justification happens in the I. Every I is going, yep. I do that. You start telling I was right. And that person was wrong.

Yeah. Their lies are sometimes about those other people that we isolate from. And then we just marinate, wallow in that negativity.

Yeah. So it's either going to be about the other people or it's going to be about how much of a victim you are. Okay. So instead don't isolate instead start walking through gaining that perspective as fast as possible. Am I a victim is something happening to me? Is this thing saying that I'm a complete failure. Start walking through the perspective, gathering questions, that point to actual truth, the faster you can get over man's opinion of you man's opinion does not set my reality. I am not a failure. Even if this person thinks that I am right. If you start asking these perspective gathering questions as a high I, then you can start building the truth up super fast and start to diminish the desire to blame, to guilt, to isolate all that kind of stuff. So the faster the I gets to those truth gathering, you know, perspective gathering questions of does this define me, am I a failure?

If this is, you know, one of the things I'll do all the time is the, so what now? Well, but this is going to make me look bad. So what what's going to happen on the other side of it? Well, I mean, somebody might judge me for how long, I mean, you know, probably not that long. Have you had this happened before? Yeah. And are you alive today? And everything's fine. And you're moving forward. Yeah. Okay then. So what? Now, if the, so what is, Oh my gosh, this is going to ruin somebody else. Different response. You know, this is going to affect somebody else, super negatively different response. How do we handle that? But what we find is 90, 95% of the time, that negative self talk and all those lies are exactly that- bull. They are lies. And I'm telling myself as fast as I can.

I can't be a failure. I must remove myself from the situation. I must blame somebody else for this. I can't take responsibility. The faster the I will take responsibility and start walking through those perspective gathering questions. They can settle themselves down. And if they have to put in healthy boundaries, because somebody's just beating the crap out of them with look at what you did and you know, whatever, somebody setting your reality as an I you got to put those healthy boundaries in place. You can keep that. I'm not going to receive that. That's not helping the problem. We're not solving anything here. Let's get to the solution. And then for me, as a believer in all personality styles, back, all this stuff up with God's truth about you. I am a created being, I can't make you worthy. I can't give you worth. I sure as heck, can't take it away from you.

Only Jesus can give you worth your Jehovah God said what our worth is over and over and over again. And He has proven it in multiple ways, but we don't recognize that we keep looking to other created beings to find our worth. So the faster I can get to, what does God think? Is God looking down on this situation and going, you're a total failure, man. I cannot believe you, didn't you put the toilet paper, roll on the button, the wrong way. Look at. I just, I never did like you, I created you. And you're the one I never like, that's not happening.

Right. And only the creator assigns our value to that created thing. And so, yeah, that's important across the board, no matter which personality style. And so there, there are a few similarities here with the I and the S and so talk to us about S's.

So S again, once again, the most misunderstood personality style and is tough for people to understand. Misunderstood, but also didn't you say that, I mean, there are more S's categorially. Okay.

Yeah. As a, as, as a category, 40% are S as 25 I's, 25 C 10 being D's, but still misunderstood because S's care so deeply about people. Now, the I is absolutely all about people, but the I is also about people for themselves, because it tells them how good they are

Nourishes their self worth, their value.

All that the S deeply cares about taking care of people, loving people, supporting people, being loyal to people. So, so many times the struggles that an S has, and usually the stress response for high S is procrastination is shooting something down, is being really frustrated with solution, change, all of that stuff. So change has conflict S changes, conflict C changes, conflict. So a lot of times the way that the S will respond is no unacceptable. Can't do this. That's bad. You know, let me just tell you that, that thing's gonna fail all kinds of responses, right? When it comes to a stressful situation. For the S the tough thing for the S is they have to start by recognizing this isn't about me. The S wants to, and all the esters are going well. I know it's not about me. It's about the other people. No, no, no.

Your response is always about you when it involves other people. Why can't you pick a place to go to dinner? Well, because what if the person doesn't like it? Uh, so what if they don't like it? Well, then I would be a horrible person. So the S always is looking go, no, no, no. It's not about me. It's about the other person. No, it's about how you are going to be if that other person is affected in a negative way. So you have to recognize this isn't about me. Don't make this about me instead, focus on, you know, you're not going to be a failure people aren't going to hate you in this process. Get to, again, those perspective, gathering questions, as fast as you can, and then start recognizing how you respond. I will tend to shut down an idea. I will tend to procrastinate. I will tend to tell somebody this thing isn't going to work or it's bad, or it's terrible, or, or, or, or, and the last thing that high S tends to do is put in healthy boundaries. So in a stressful situation, the S really needs to get to the place of recognizing is somebody steamrolling over me? Is somebody recognizing the weakness in me, which is, you know, it's not a weakness, it's actually a great thing. But to them, if they can take advantage of it, then it becomes a weakness. And that is somebody steamrolling over me, somebody setting my reality, somebody controlling the living crap out of me. Somebody's guilting me, you know, for one of the, one of the worst parents brag about this, and they just don't understand it. They go, Oh, my kid over here, this kid, Johnny, all I had to say is you disappointed me.

And man, they, they stopped doing that bad thing. And it's just great because I don't have to do anything where Cindy, over here, my gosh, we got to chase her around with a switch. You don't recognize first off, don't chase your kid around with a switch, but you don't recognize how, how internally that impacts a child of, "You disappointed me". And the situation is done. There's nothing wrong with being disappointed, but not working through that situation with that child builds in their life, that their constant disappointment, the punishment, that is the punishment. And it's the parent being in

control of not having to go further and teach and guide and direct and raise them really well. And, you know, help them to see Hey, choices and consequences and, and, you know, help them to make good quality decision making it. The parent really convinces them.

So, Oh, they're easy. All I gotta do is tell them I'm disappointed. And man, they just stopped doing the thing and they don't ever recognize how much that impacts them on internally. So as the high S you have to recognize, you're not a failure. You're not a horrible person. Even if this thing is your responsibility, if you screwed something up, it's going to be okay, take responsibility. But don't immediately go to, I have affected everybody else in a horrible way. Therefore, I must respond with, you know, shutting things down, shooting them down, procrastinating, whatever, because I don't want to compound the problem. So perspective is the high S's best friend. Get to that perspective as fast as possible, recognize how you normally respond in this, but make sure that you're saying, okay, what can I do as a decision to make this better? What can I do now?

I need some time to process. The S does need time. So where we tell the, the high I, don't isolate yourself from the situation, because you're going to just dive into the negative self talk as we get into the S's and C's they need that time to process. So it's okay to go. Do you mind if I have a minute to think about this? It's okay to put those boundaries in place. If you're talking to a D the D is going to be, no, I need the answer right now. Just to answer this thing. Well, you can't give a quality answer, right? So instead, can you give me a minute to think about this? A lot of times when I'm leading a high S or C in a process, I'll go, do you need time? And the pride side goes, no, I don't need time.

Well, okay. Then what's the answer. I don't know. Take some time, just think about this for a minute. And they're so not used to that. We're, you know, it's amazing when you see their responses, they're just like, okay, I can actually, you know, cause what do they go to? I'm holding everybody up. Well, giving a bad answer is not going to help. So take some time and think through this. So it puts some healthy boundaries in place. Give yourself time to think, but be pro active high S be proactive on solution. Cause the thing you want to do is shoot everything down because it's conflict and it's gonna affect you in a negative way because somebody is going to think that your failure, yada, yada, yada, so get, put some healthy benches of place, give yourself some time and then focus on how do I solve this?

What what's going to make this thing better. Not what's going to make a person feel better about themselves because that's not necessarily the solution. It's most likely not the solution. How do I solve the stressful situation? And it's going to be tough. You know, there's going to be a lot of cortisol dumped in the stomach during the process. But the sooner you start practicing that piece, the sooner you can start managing yourself during the stressful time, recognize how other people will respond. I'm a very high S if I need time, I'm a very fast thinker because I've practiced this stuff for a very long time, but there's times I need time to think. And sometimes I'll just go, Hey, can you, can you give me a second? You've seen me do that. There's times I'm processing and somebody will start talking. I'll go, can you give me a second? I have to, Or I'll come up and I'll go, are you in that zone? Where are you right now? Can we talk or is it going to derail? Where are you?

Exactly. Yeah, because there are times that man, I, I legit need a moment to think about this. Give me a second on that. This, this, this, you know, seven cross the three over the 3 okay, here's my answer. And then I can move forward if I don't have the time that I know that my response is going to be bad and that's no bueno, I'm not going to do that. So even if I have to shut somebody down and go, I am so sorry. I need a moment to think. Just give me a second on this. I can think, think, think, think, get to the answer. Okay. Let's move forward. So big, big pieces for the S

And no bueno means no good.. Okay. So we're almost to the end. We've got the C's. My toes are already crawling under ready to have them stomped upon. Uh, I just want to say, you know, we're, we're dealing with the, sorry, the C's would be so, so hungry. Oh my gosh. Okay. Now we're going to get to it. Um, but

you know, we we're, we're dealing with the stress effect, but a lot of how this is coming out is relational in nature. And no doubt, some of, you know, a good bit of the stress that we experience is because of our relationships. And, and then even if it's some other, uh, kind of stress that comes in, we display that, or we push that out to relationships. And so of course, we have to talk a lot about relationships all the way through this. But so many of the things that we're talking about, the skill sets that we're talking about, developing are our responses to stress, and we're talking about becoming healthy, but we should see decision-making improve relationships, improve, greater clarity, a greater communication, all of these things, whether it's inside of a relationship or not, we should see improvement by applying these practices.

Absolutely. And we should see less negative self talk less self-deprecation, less self-flagellation because we live a lot of times when we're in these moments, we beat the living crap out of ourselves. And we don't, we think it's right, because we saw everybody. We see everybody else do it. So you become healthier internally because you're able to start moving out on getting the negative crap out faster and sooner. And here's a funny thing. When you get there, you will, you'll start to realize how much you don't enjoy stress. You'll start to realize that you can actually solve stressful situations, a heck of a lot faster.

So you don't have to stay wallowing in the mire. You can get out and move forward. You will start to proactively see when a stressful situation is going to happen and solve the problem. And one of the things that we teach like crazy for leaders is accountability. If you will put pieces in place, this is, this will actually solve the stressful situations that you live in. You know, let's quit putting out. I don't want firefighters. I want people who can see that a fire is going to start solve it before it ever gets there, put a place in to make sure that that fire never starts up again. But when we live putting out fires, that's all we know. When you recognize you can actually solve these things, then you actually want to move away and be more proactive for not putting out fires. So here we are here we are the high C's And really, I mean, again, it's looking forward to this.

It's no different than anybody else, right? It's just a different version. Again, we talked about the things that you need to do before you get into it, but how the negative sign, what does a high C tend to do? Um, when stress arises, C's tend to not like people. They go to details. They go to logic. They will go to, and here's a struggle for the high C a high C will shut out a lot of the information that's happening and only pull out pieces, right? So you can have a conversation with a high C that's a, um, if it's a tough conversation and you're going through five details and they will only pull out one piece and get stuck and get stuck on the one piece, because it's the one piece that they can relate to. It's the one piece that can process through.

It's the one piece they can spend time on, right? So you have to recognize as a high C, that when stress happens, you will tend to get really laser focused on one specific thing or a couple of specific things, and then battle like crazy. It's your fault. It's somebody else's fault. You know, here comes a lot of the blame game. Well, you did this. And all of a sudden this anger towards people comes out from the high C because it's that self protection. Let me shift all blame toward a logical piece that has to do with a person, um, identifying a process or a thing about somebody else and attack, attack, attack, attack, attack, because that gives, the C knows that they are out of control and by feeling out of control and knowing that they can't process usually as fast as everybody else, the only thing they know to do is attack the things that they can see as fast as possible on somebody else. So again, back to that recognition, right? How do I normally respond? What do I normally do with this? I normally get really frustrated and you can see the C just it's like they put on this coat of armor, just nothing's getting through.

I mean, I picture myself more like IronMan. You know, it's just that armor that get, you know, you start firing off your rockets.

Yeah. That is exactly where you go. How do I, I must protect. Must protect. Must protect them. Let me fire on whatever I can fire them. So a coping mechanism very quickly is I need time to think or healthy boundary, very healthy boundary for a high C is, can we handle one thing at a time? Okay. One piece, can we, I'm sorry, you're talking about five things. Can we just focus on one piece at a time because I don't process, and this is very, very difficult. The last thing a high C wants us to sound stupid. The last thing a high C wants is to sound like they don't have the answer. Right. They feel inferior if they're in a moment and they sound stupid or don't have the right end.

You're exactly right. I always say that my gears, uh, they turned slowly, but they grind finely. Beautiful way to put it right. I really worked on that for years now, but in seriousness, that is really what's happening. The gears are turning very slowly and they're going over every little jot and tittle. So I like that approach that if I will, okay, let's resolve and let's go step by step here. That would be very healthy.

Exactly. So it's coping, but it's also very healthy. So if you don't even get to the healthier pieces, no recognize that you need time and you need to only focus on one piece at a time because the high C feels like they cannot push back and go, you're hitting too many things. You're going too far. That's too much information. They don't feel like they can actually press in on that stuff. But the problem is, is that you're setting yourself up for failure because what happens in the high C mind? I can't wait to get out of this. I really look forward to this conversation being over, right?

Oh, the, the whole, the whole time we've been sitting here, I'm waiting to get through the safe. But the problem is is that you end up leaving without the right information and you end up spending the next two hours coming up with all the things you could have said in that in moment. Right? George Castanza moment. Exactly. He's always thinking that perfect response after he's had the big conflicts, right?

"Jerry, I should have said this, I don't know" Exactly. That's my best Castanza right there. Um, so we, but I lose perspective by doing that.

You, you lose immense perspective because and keep in mind perspective means nothing more than point of view. However, healthy perspective is gaining all points of view is getting as much point of view as you possibly can. PERSPECT. Exactly. Okay. You are now laser focused on one perspective, detail that is not going to help me. It, not only is it going to not help you, but it's going to get you in trouble down the road because you'll come back and go, no, you said this. And you'll be like I said that in this context, I didn't, I didn't hear you. You didn't say that. I don't remember you saying that. That's because you only listened to the one detail. You focused on that instead of the bigger picture. So healthy high C understand, you don't think fast enough and stress. Your gears really slow down.

You get laser focused, trying to be able to control a piece of information that is causing you to not get all the information. You don't want to sound, you feel like you're going to lose work. If you sound stupid, don't have the right answer, have the wrong answer. That's a huge fear of yours. Getting all of these pieces in place and going, you know what? None of that's going to help me. What does help me? Healthy boundaries. Okay. Being able to breathe, being able to go, guys, I need to slow down in this moment right now. I need a little bit of time to think. I need to focus on one item at a time. Uh, there's many times, because Heather is very high S high C there's times where she will ask me information about something and I'll start to speak into it.

And she'll go to like taking notes. And I'm like, Whoa, no, we're discussing this. And she's like, I don't want to lose what you're you're going to say. I'm like, don't worry about that. Let's have the conversation. And then come back to what details you need, because the C immediately goes to the detail instead of going, what's the whole conversation. And then what's the right detail because then you'll leave with details and you didn't get the whole conversation, right? So sometimes you have to just

stop. And it's the toughest thing for a C they're like, no, no, no, no, no. Just let me write it all down. No, let's get concept and then speak to detail. If we can do that. The problem is a lot of times you leave without speaking to detail, right? So healthy boundaries. I need time. I need to hit one thing at a time. And another thing for not only high C's, but for everybody else to realize is the high C needs a 30,000 foot view to understand the five foot thing.

I don't know how many times I've worked with somebody and they began spouting information, but because I didn't know the context or the greater picture of the 30,000 foot, I didn't have categories to capture all that detail in, yeah.

It is to everybody else. This does, it's one of the things for D's I's and S's you just got to get it. You're not going to fully get it. You just got to get it. And because I do this for a living, I get it, even though I still don't get it. That makes sense. So what I understand on the high C brain is, is that you limit your ability to do the thing, because you don't understand what the thing is going to do or how the thing applies to anything. Because in your brain, you're telling yourself if I don't have the complete picture, I don't know if I'm going to do it right. I don't know if I'm going to research the right information. I don't know. I don't know. I don't know. Not having the big picture keeps me from being able to do the thing, which is why so many high C's put things on the back burner, right?

Where everybody else is like, you want me to do what? Go build a chair. Here I go. Build a chair. Hey, it's the wrong color? Oh, well you didn't tell me a color. You know, it's, it's not even a thought, right? The high C in stress goes to "Oh crap". Before any action can happen. I don't have information. Right. And then starts to pick those pieces apart. So for the high C recognize the tendency of, "I need a big picture to understand what's happening in this stressful moment", right? If you don't gain perspective on the bigger picture of what's happening, you're only responding to that stressful moment. And you might discover you are well over responding. You are blowing up, you are attacking things and somebody is going to what the crap is your problem, dude. And you're going, well, I thought this, this, this, no, this, well, you didn't say that.

You know that we go to that. Well, it's your fault that I didn't get the big perspective. So spend time getting settled down, put brakes on, put healthy boundaries in place. If you, if you need to, don't shut everything down, just so that you can think. But if you need to, then gain perspective what the crap is going on? What's happening? What's the big picture? What is this piece that we're struggling with? You know, what's the stress thing here? Gain, gain, gain as much perspective as you possibly can understand that you, the conflict in it makes you want to get out as fast as possible. So start telling yourself the truth, leaving this stressful situation doesn't make it better. Yeah. Solving the stressful situation makes it better, right? And so the sooner I can get to that place of going, okay, be here.

It's okay to be here. You're not a failure. You're not stupid. You don't have to have all the right answers. So on and so forth. Now what's the deal? How do we solve this? How do we dig in? How do we make things happen? And the other pieces like people, you don't got to love them, but be really good with people because the high C does not like people, usually in a stressful situation. That's the part where it's like, I don't even need you anymore. I just, I can solve everything on my own. I don't need you. You caused me to feel out of control. Nobody can cause you to feel out of control. Nobody is making you out of control. You're the one who's not putting in the healthy boundaries. You're the one who's being laser focused on a detail. You're the one who's doing these pieces.

Tell yourself the truth. So you can go, guys I don't operate well in this. Uh, you know, it's like the high D Hey, I'm pissed off right now and that's not a healthy response for me. The high I I'm feeling attacked and I'm pretty positive you're not attacking me, but I'm feeling attacked. Right? And so I need to get myself in a place. Can you give me one second to get over, you know, the high S Hey, I feel like a colossal failure right now. And all I want to do is make you happy, which I know is not the best solution. So I need

a moment to prep. It's the same thing with that high C. Guys right now, I, you know, obviously you're not going to tell people I don't like you right now. Right now. I need a moment.

I need to process. I need to think through, let's walk through this piece by piece. Please give me the ability to ask plenty of questions so I can solve this situation and even asking the question, how much time do we have to solve this? That's another thing I was, uh, interviewing Jim Collins years ago, my gosh, 12, 13, 14 years. I don't even remember how long ago it was. We're talking through. And he says, you know, Chris, one of the things people never do is they never ask, you know, what is, uh, what is, how much time do I have before this change? And what's the risk factor, not the risk factor. I'm going to mess that up. Uh, crap. Well, I don't remember exactly the phrase that he used right in this moment. Um, but if you give me five minutes, I can get there.

Um, you know, what, when does this thing change? When does it become bad? How much time do we have? How much time can we fix this at the high C will go, How much time do we have to process on this? Well, you got five minutes. Let me go out to the most important information. Well, you got, you got about an hour. Okay. Well then can I do this, this and this? Right. What, how do I have healthy boundaries, healthy boundaries, but it's gaining perspective on what boundaries I have as a high C during the moment. So helpful. Wow. That's a lot. Yeah. A lot of stuff there. Yeah.

Great. So, just to wrap this up, we, we had talked and you've already hit on these. Let's just sum it up. As far as leaning in to, to someone else's personality. Whether, again, whether we're talking employees or children or coworkers or whoever else that we're dealing with, because inevitably stress affects relationships. So if we want to lean in and learn to gauge what's going on and assess things and, and help them, what can we say about that word lean?

Well gee, Brian that's a great question. We happen to have a, we happen to have a fancy acronym we have a great acronym of lean, we want to lean. So we just talked about a healthy ways of approaching the stressful situation, but they always are going to involve other people, right? There's going to be somebody else involved. And so four things you want to L E A N.

first is lead them. We want to make sure that we understand whether we are a leader, a parent, if we're just a team member, guess what? You can lean. You could lead people in multiple directions. You could lead up to your leader. You might have a leader that's stressing out. Uh, we talked about that yesterday in staff meeting about, you know, what do you do as a team member? If you have a leader that's struggling in an area, how can you lead the leader in this thing. You need to lead the person. The concept is you're helping them to get to a place that they wouldn't get to. So if I am struggling in a stressful situation, I gained perspective. I do the things that we talked about. I do things according to my personality style. Now, how do I lead you in this stressful situation? Whether you're my team member, you're my equal, you're my leader. It doesn't matter, right? How do I lead you in this process? How do I get you from point a to point B leading is helping somebody get somewhere that they wouldn't normally get there.

So I'm now having to think, what do you need to get to the solution on this? Right? It could be perspective. It could be tools. It could be anything, right. It could be, believe it or not love in the moment. It could be what we're going to get to.

Then the next letter E empathize. And here's the key. This is a everything we're talking about in these stressful situations are totally selfish. They're totally self centered. I mean, it's me, right? I'm trying to deal with me. I'm trying to solve me. I'm trying to which praise God, hallelujah. I'm working on me. How do I handle the stressful situation? But one of the toughest things for me to do, if I'm focused on me, probably the toughest is what are you experiencing? What are you going through in this stressful situation? Maybe this is impacting you way more than it is me. Maybe you're not seeing it for what it is. Maybe it's, you're grinding away at, you know, self-flagellation on how horrible you are and, you know,

beating yourself up like crazy. Right? I just love that. I keep using the word flagellation. You work that in working in wonderful ways. So, um, I have to empathize, what are you going through and try and understand where you are trying to understand your personality style, dealing with the stressful situation. Maybe you're freaking out on the inside. Maybe you're experiencing a lot of, you know, negative self talk, whatever it is I should, if I can get myself to a healthy place, I start asking the question, Brian, what are you experiencing right now? And so for what we do like for Joel myself, as we do Next Level Life, we're not struggling on losing worth.

We're not struggling in the stress. So we're able to constantly think about what is this person experiencing as a leader. You you've watched this, you've experienced this as team members. We are looking at people and going Brian, how'd you receive that? You know, cause I'll watch and pay attention to people. And if I see something, if I see a response or something, that's not normal, Hey, how'd you receive that? What are you dealing with right there? Or you know, calling a team member out that is really mounting stress on themselves. Um, you've seen that where we've looked at somebody who's really stressing out a situation, go hold on a second. What are you struggling with? And what are you telling yourself? And what are you experiencing right now? And then press in. As a leader. Who's not losing worth in the moment. It allows me to go, Nope, you are beating the crap out of yourself right now.

You and shoot that down. Which for the person who's watching it, sometimes it's very like, Oh dear Lord, what's going on? Because it looks like a very stressful situation, right? But what's happening is you're. If you're doing this in a healthy way, you're not doing it to gain worth, or it's not about you, but you can look at the person and go, Brian, you need to stop right now. What is the lie you're telling yourself, right? I'm not lying to myself. Brian, what are the, what's the, what are you telling yourself right now in this moment? And it's funny because we've had this conversation, we've done this so much. Uh, especially since I've been back that I started doing that to myself. Brian was Brian, what are you telling yourself? And it, but it is so helpful. It gets me out of my own head space, zoom out a little bit, see the forest, see what's going on. Assess. It's all about, like we've said, uh, in the hours that this podcast has gone on, we've said that this is about self awareness, self assessment, and then we're going to help ourselves move out of where we're in. And we're doing the same thing with this leaning into other personalities, which is kind of our vernacular around here. We say, we talk about leaning into a different personality or just somebody else. And this is exactly what we're doing. We're empathizing in a way to, to sense, or to share their emotions, but not just to give sympathy, not, not to, not to, you know, enforce that victim mentality or whatever the lie is, but to help lead them out so that we can get somewhere else. But it's all about perspective and awareness.

Exactly. Exactly. If I can do that, it's funny. I'll have people tell me, Chris, I had your voice in my head. I heard you saying, what's the lie you're telling yourself. If I can do that. And then think about, if I can do that with myself, I can start recognizing what you might be telling you. If I can think about the things that we've talked about, the different personality styles, how you would respond. If I'm looking at you, are you in D are you in C mode? What's happening right now? How are you normal? You know, what would you, what's the negative immature response you might be having, then I can try and help you in lead you. Here's where you are. Here's where you're struggling. And it's all assumption. So you don't tell somebody, you don't set somebody at, Brian, you're struggling because you're in D mode right now, and you're doing this right. You do not set reality. You empathize, Hey, what are you experiencing? Ask questions. So even if you believe, you know, the truth, there have been times I do this for a living. And there's times that I'm like, just keep asking questions and then all of a sudden, Oh, I didn't even see that part. Okay, great. Thank you for helping me with that, because I don't assume that I know all the answers to it.

That's the, a part of our acronym, L E A we're on the A. We're asking questions both for ourselves, you know about ourselves. So we know where we are, but we're leaning into somebody else. We're asking, what are you experienced? What what's going on in your, you know, on that side of it. And we're still perspective gathering because only from a place of clarity and perspective, can we make the right choices and make right decisions.

Exactly. If I will spend that time, not assuming I know what you were experiencing, not assuming I know what's going on. Not assuming I know how you're handling this stressful situation and just ask the crazy thing. Even sometimes I'll even say, Hey, is it okay if I ask you some questions about this and 99% of the time, 99.5% of the time people will go. Yeah, absolutely. Hey, how are you experiencing this? What are you receiving? Um, you know, it was, uh, sitting down with my seven year old granddaughter who was experiencing an emotional moment. Uh, this is probably about a week and a half ago. And just going honey, and by the way, this was great. It was, my wife gave me some great tips. She's like, Hey, ask this to her. Right? And so I sat down, honey, what are you experiencing in this moment right here?

And just, you know, without going into details of what she was experiencing, just asking a question and sitting there, and just not speaking, which is so difficult for most people. Cause they want to fill that, that, you know, that space, that, that, that empty air. That time lapse, that somebody's processing exactly. Or tell that seven year old, what they're experiencing. And it was so fabulous to watch her just sit there and process and not say anything. And I mean, it went on for probably 30 seconds or so. And then she goes, I think this and was able

To process through, to a place. And it was like, Oh my gosh, I just love, I love what we do.

If seven year olds can get this, I can too.

Oh my gosh. Right? Yeah, exactly. But if I feel the need, I've got to fill the space. I've got to tell you what you're doing. I've got to tell you what you're experiencing. I've got it. I know what you're doing then. Unfortunately I miss out. But if you're also expecting me to respond that way, there's no possible way you're going to be vulnerable. If you're in C mode and I'm in high I attack mode, you know, I'm going to blame you. Well, Brian, you're doing, you know, whatever, projecting that on me. If I'm projecting, you're not going to say squat. Right. You're just looking forward to getting out of the situation, ask a question.

And you've already hit that N here.

Which is, it's not about you. Yeah. It's not about you, right. As long, it's not saying again. So let's not confuse this with take responsibility. I have responsibility. We're talking about when I'm leaning to somebody else. Yeah. When I lean in somebody else's direction, it's not about me. So leaning in, isn't trying to drive my point forward to you, Brian. Hey, I really want to know how you feel about this, but do you also see that you did this to me?

Focusing on me right now, which gives me the vulnerability and the trust to go, okay. He he's trying to care for me. He's trying to help me. He's trying to lead me. And so I can receive, because I know that you're not trying to make this about you or your agenda or what you're projecting on me. And I have a voice in this and I can say what I'm feeling. And then you can help light the path to where I can get out of that.

Exactly. Or I might, by not making it about me, learn something about me. I might learn something about how I'm handling. Oh my gosh. I didn't even realize that. I might learn something about you. And I'm barreling down in my mind on the things that I'm going to tell you about you. And then all of a sudden I discover, how did I not think about that? That's great for D's right there. I don't remember. Gosh, this was years ago. I can't remember, can remember who it was. Um, but I can remember the story. Oh gosh, great. Now we're going to be crying on the episode here. A guy was in an airport and he

saw these two kids just running a muck. I mean just two young kids. And they were just being little terrors. Terror is a strong word. They're just, they're out of control. Right? And their father is sitting there, head down and just not, not doing anything about it. And the guy who's watching, this is getting frustrated and getting frustrated and getting frustrated. And the parent's not doing anything. Get your kids in control that they're affecting other people they're running around there. You know, all this stuff. And the guy says something to the father about, you know, the kids or something. I can't remember what he said. I know screwing up the Story, but I've got this. I remember this story. You're right on track. And he says something to the father and the father looks up and he goes, "Oh, uh, I'm so sorry. Um, yeah, you're right. Uh, they just lost. They just lost their mother. I just lost my wife. And I don't know how to tell them yet." Oh, Oh my Gosh. Right. Little perspective, a little context helps put everything in its right place. And then you understand it makes you want to go LoCurto, shut up every time you assume and apply your, you know, look at what you're doing to me, look at what your kids are... If you will just stop in a moment, many times in restaurants or something like that, I will look at a waitress or a waiter that's having a really bad day. And how do we normally respond?

What the crap is wrong with them. They got to stick up their butt and believe that you're not going to get a tip, that kind of thing. And I'll just go rough day and they'll go. You will not believe I had a guy come in here earlier and did this. Or I had this thing, situation or you know what my, the electricity is out of my apartment. I don't know how something. And all of a sudden you're backing out of all of these assumptions and crap that you were putting on them and just going, how can I help? Yeah. And so for me, that's what I try to do. I try to do this. I try to think about what the other person's experiencing lean in their direction, recognize they've got responsibility, but recognize, I don't understand how they're, they're receiving this experiencing it or whatever. And what's affecting them on top of this.

So Brian, if you will just do all the things that we've covered in, in what it is now, three hours worth of information. I should have been taking notes at the right time. Thankfully, we've got this on podcast too, go back and listen to it. And we actually have this all written down as we put on the blog as well. So those are things. If, if, if I will focus on all of those pieces, so much of it, every, every bit of it, these are learned behaviors. Self awareness tools to employ. It is not something you're going to do well right now, after listening to these podcasts, you must practice. You must put it in place. And the more that you do it, you will be blown away at how you will start to approach stress, people, situations, family, kids, parents, leaders, the jerk that you just ran into on the street. You know, all that. You'll, you'll be amazed at how you will start to respond. So very helpful. Thank you. Absolutely. Thank you for being on the show and, and walking through this with me, this is, this was great. This was great. Well, folks, there, you have it, a lot of information, a lot of helping you to understand how you experienced stress and some, some triggers and some responses that you naturally have because of personality style. Uh, we did not dig into individual root systems. We did not dig into things that you've experienced in your life that would on top of this, compound that, that's what Next Level Life is for. Uh, so folks that, let me just say, you need to be in Next Level Life. If you've not experienced the Next Level Life you got to get in, you got to get in and learn about the things that are creating the decision making in your life about the things that have created the surface level responses about the things that have created the lies and get the tools to solve that stuff.

So go to [ChrisLocurto.com](http://ChrisLocurto.com) and click on Next Level Life. For everybody, you now have a ton of tools that you can start today. You can put in place today to help you to deal with work through cope, but hopefully get to resolution as you're dealing with stress. So once again, I want to thank Brian for joining me today. Hopefully this has helped you. We want you to take this information, change your leadership, change your business, change your life, and join us on the next episode.