

## Productivity Paradox

### Special Episode: 3 Steps to Committing to Change

Hello. Hello everyone. Welcome to productivity paradox. I'm your host, Tonya Dalton. And I don't know what episode this is quite frankly, because I've kind of decided to do something different. Something that I don't normally do. Normally when I sit down and I have a podcast episode planned, I usually have really steady notes. I have a good idea of where the episode is going to go and what I want to talk about.

I have my research in place and then I just dive into it and I go off script and it's not, you know, all scripted out or anything, but I have an idea of where I'm going. And today I don't. And here's why: I've just decided to sit down with you and really just talk through what's happening in the world right now, because I feel like we're talking a lot about leadership,

obviously throughout the season; the whole season is about leading with confidence. And I feel like right now, there are so many people who are saying, 'I don't know what to say. I don't know what to do. How does this work? Um, what do we do during these uncertain times?' So the first thing I want to say is let's stop using that term uncertain times.

Let's just stop using that because here's the truth: All times are uncertain. Your future is never scripted out. It's never set in stone. Times are always uncertain. So by calling these times "uncertain times," it just adds to that, to that shaky foundation that you're feeling. Let's just call it what it is these times, where things are shifting and evolving and changing.

And that's scary. And we're not sure what that means, but truthfully, if we really think about it, we don't ever know what the future holds. We can do our damndest to plan for it. We can make the best-laid plans ever. And that doesn't mean it's going to come out the way we scripted it. In fact, nine times out of ten,

there's going to be a shift in there. There's going to be a pivot. There's going to be some kind of change because life doesn't work like the movies; life doesn't work on a timeline. It works in its own way. And I think right now with all the things that are happening in the world--you know, we've been going through,

you know, 2020 has been a time where we're not sure what's going on half the time. You know, we started the year and maybe you had some resolutions. Maybe you had some goals for this year and you felt like, 'All right, this is my year. We're changing to a new--not just a new year, but a new decade.'

And then all of those plans that you had, all those goals and those dreams and those ideas . . . had to be scrapped. And there might be a little bit of you saying, 'Oh God, what does that mean for me?' But here's the thing. And it was funny because I was having a conversation with Allie Brown, who we had earlier this season on the show,

but we were having a separate conversation. And she said, I'm just taking my vision board that says 2020 on it with all those goals and dreams, I'm just crossing out 2020, and I'm just going to put 2021 on it. And I thought that's a pretty smart way to look at it. Just because those things you had in mind for this year,

aren't happening, or aren't coming to fruition, it doesn't mean they're not ever going to happen. They're just maybe being put on hold or they might just be delayed a little bit because right now we're in a time of great shifting. We really are. And I think this is the thing that we have to embrace. And we have to realize as leaders:

Good leaders shift; they evolve, they change, they adjust where they are on a regular basis. You know, we can, we can sit down in January and say, this is where I want to be in December, but that's where you hope to be. And it's not necessarily going to be there because February comes and March comes and things move, things shift.

And so we need to constantly be stopping and assessing. We need to constantly be, be stopping and taking a look around us because that's really what good leadership looks like. Good leadership looks like, yeah, you're driving the bus, but you're stopping at the stop signs. And you're, you're taking the detours when you need to, you know, um,

I think this is the thing is, is we feel like to be a good leader, that means we have to have all the answers. And we don't. It's okay not to have all the answers. It's okay to feel unsure of what it is you need to say or what it is you need to do. But what's really important is that you don't just sit there, that you actually act.

And I've, I've been on meetings (as I'm recording this) . . . I've been in meetings for the past three days in these all-day meetings, meeting with these other women who own businesses . . . and we're masterminding and we're, we're talking and we're pushing each other in different ways with our businesses. And we're in different industries. We have different belief systems. We have different religions.

We are different colors. We're just a whole group of women who are coming together to support each other. And we've had some really great conversations, especially about things like the Black Lives Matter movement that's happening right now. And this is the thing: you cannot bury your head in the sand. You cannot pretend it's not happening and just hope, 'Maybe I'll just ride this out until things get back to normal.'

Here's the thing: Normal was never normal. Normal never is normal. And we can say it's a new normal, but really what it is is a shift that we're looking for. It's a change. It's not a bump in the road. It's a different level of, of where we are and where we want to go as a culture and where we want to go with our businesses to shift and grow with it.

And so we had a really good conversation. And one of my good friends, Myoshia, was on the call and I felt like she shared some really powerful things. And it really just--and I think for me, this has been the thing lately: If you've been following me on social media, you know one of the things I've been talking about is that this is a time for me to stop and listen,

and to, to not necessarily be silent because I want to make sure I'm sharing my resources--I'm wanting to share how I'm growing, but at the same time, I'm wanting to take that space to just open my eyes and open my ears and not just listen, but to actually hear. And so for me, one of the things that has been really powerful during this time, that has really allowed me to reframe my thinking . . .

Which if we're being honest, reframing our thinking is one of the most difficult things we can do because we are literally taking this idea of who we are and where we're going and what we do . . . And we're, we're moving it and we're changing it. And it's something that we talk about along the show (the mindset shifts), but it's not easy work.

It's easy to talk about, but it's hard to do. But that's what we're, that's what we're doing right now is we're all, as a culture, doing some of this shifting of our mindsets. And what has been really powerful for me throughout this entire process is when people share things in very simple terms where I'm like, "Oh, I get it." Things that maybe you have gotten,

uh, for years, but I didn't get just because of my own experiences or because of, you know, where I've been or what I've paid attention to, quite frankly. I didn't understand. And so when people take the time to graciously, openly talk with me and share things in very simple terms, I'm like, "Oh, okay, now I get it."

And I've shared some of those resources on Instagram, some of the videos I've seen and some of the different speakers who I've been listening to, but I wanted to share with you what Myoshia shared with me, because I thought it was so powerful. And here's what she said. She said, "What we're looking for are these three steps: Acknowledge, Accept, and Alter."

And I love that because, you know, when she talked about it, this first step of acknowledgement is really just, again, it's that idea of stepping back, opening your eyes, opening your ears and taking it in. Acknowledge that there are things out there that we maybe don't understand, or we have not experienced; or acknowledging that other people's experiences are different than our own.

So that's really the first step is to really acknowledge that there's, there's different things out there that maybe we've been unaware of, or maybe we haven't chosen to look at, but we need to stop and we need to acknowledge it. And then that second step is to accept. Sort of, really, not just again, listen, but to hear, to take it in and to,

to allow it, to soak it a little bit. And here's the thing that can be a challenge: We feel like we have to act immediately. And it's okay if you need a little bit of time and a little bit of space to figure things out, because that acceptance is a really big step here. Accepting that there are things that are different than what you knew. Accepting that other people's experiences are not like yours,

right? Accepting that the world is looking different than it did before. I think it's really exciting when you think about the fact that we're learning some new things, maybe about ourselves; we're learning new things about our world. We're learning new things about the people around us. And really part of that accepting is realizing that we all have a responsibility.

We all have a responsibility to shift and change and listen to one another, because truly one of the greatest things we have in this world is diversity. It's this differing of opinions, differing of ideas, differing of, of the way we look and what we believe and what we talk about. Because if we were all the same, the world would be such,

such a terrible place. We would all be doing the same things, believing the same things. There'd be no new ideas brought to the table. I feel like this is a conversation I've had with my kids since they were really little, this idea that we want to bring people around us who are different from us, who think differently than us, that believe differently than us,

that they, they are allowing us to see our ideas in a different light. So really accepting that we all have a responsibility here, regardless of how you feel about what's been happening between the COVID thing and the Black Lives Matter. What matters is that we're accepting that we are all playing a role in this. And then we get to that third A,

which is altering. Now, it's not enough to just listen: We need to change. We need to, to take in the information that's been given to us and we need to accept it. I'm not telling you what you need to think. I'm not telling you what you need to believe. I'm not telling you what you have to say. What I'm telling you though,

is you need to take that information and allow it to change you. We don't want to stay stagnant. We don't want to stay in the same place over and over and over again. We want to be evolving and growing. We want to be changing because that is truly part of life. That's part of being human. That's part of the human experience, is this idea that we are not the same person today,

that we were six months ago, or even, you know, a year ago--or goodness, five, ten years ago. We're in a very different place. Our experiences are now different and because of what we're acknowledging and what we're accepting, let's make sure that we're also altering and adjusting and shifting the way that we do things. That means it's time to act.

It's time to do the things that work and reconcile for you. Here's what I like to tell people. When people ask me about my day, I like to tell them that at the end of the day, I need to be able to reconcile the receipts. And let me tell you what that means, cause it's kind of a weird term, but it's true.

That's that is how I feel at the end of the day . . . in that I need to, when my head hits the pillow and I go through my day, I have to feel good about the work I have done, what I have done to impact people around me, and what I have done for my own personal growth. All of that has to reconcile. I have to feel good about it.

If I don't feel good when my head hits the pillow, then I'm not going to sleep. I'm going to be stressed. I'm going to feel unaligned. And for me, this idea of alignment, of intentionality, of really living a life where my mission, my vision, my core values, my purpose--all of that works together--is so important to me.

And you've heard me say before, you know that you run around busy all day checking a thousand things off your list, but when your head hits the pillow, you think, 'Why haven't I done enough? Why haven't I done more,' right? That moment, that time when your head hits the pillow, to me, that's the paramount part of your day,

because that's the close of your day. And to me, that feeling you get when you slip into bed, that's, that's the feeling, that's the overall theme for the day. So if you are feeling disappointed, if you're feeling frustrated, if you're feeling irritated, that means the theme of your day has been that, right? And for me, when I say that I need to reconcile my receipts,

I need it all to balance out. Like, I feel good about what I'm doing, because if I feel good, when I go to bed at night, that means the theme for the day was good. That I did something that I believe put forth good into the world. And that's really ultimately for me, personally, what I'm looking for. So what's important for you is what does that look like?

What does reconciling those receipts look like? What does it mean for you to feel good at the end of the day? That's what we need to think about when we think about this third A, this idea of altering: What are the changes and the shifts that you need to make in your life--how you run your business, how you work in your company or wherever it is you're spending your days,

how you run your family: 'What is it I need to do to feel like I've acknowledged and I've accepted and I've adjusted and altered? What have I done today to grow?' And that's what I want you to think about as we talk about this season of leadership. Leaders, don't come out and tell you what it is you have to do and how you need to do it and where you need to do it and why you need to do it.

Leaders come out to lead you, and leaders are always growing. They're always learning. They're always evolving. They're always shifting. So what's beautiful right

now in this moment in time is you have the biggest permission slip you've ever had to shift, to change, and to evolve. And I want to make sure and ask you: Are you taking it? Are you accepting that permission to shift and really stepping into that leadership role that you want?

We lead by example, don't we? So when we show others that it's okay to shift; when we tell people that it's okay, 'I was wrong about this, but I've changed my mind, or I'm changing the way I'm thinking, or I'm doing things differently than what I've done before,' we allow others to see that as well. And we allow others to also alter and change and adjust.

And I think that's a really powerful thing. And I want you to think about that because right now you might be thinking to yourself, 'Well, I'm not really a leader. I'm just, you know, a person.' But we all have that impact. We all have people in our world that we see, that we affect, that we can help grow right alongside of us.

And this, my friends, this is how communities change. This is how culture begins to see a big shift. It's not, you know, thousands of people all at the same moment. It's one person at a time. One person leads to another person, to another person, to another person. And here's the truth: It all begins with you. It begins with me. Each and every one of us . . . and changing the way that we're doing business,

doing our lives, walking through our days--all of that matters. And that's what I want you to take away today. That's what I want you to walk away from this episode, realizing and recognizing. And really, I have to say for me, I know I am forever changed by 2020. Without question, I am a different person. When we get to 2021,

I'm a very different person than who I was in 2019. And I think that is a really, really good thing. I know for me, I appreciate this opportunity to improve, to grow, and to learn alongside my community. And I'm not going to get things one hundred percent right all the time, but I'm not going to stop trying. I'm going to keep at it.

I'm going to say the wrong thing from time to time. I'm going to maybe go out and I'm going to have a stumble or a misstep. You know why? Because I'm human. So here's what I can plan: I can plan that, when I make mistakes, when I fail, when I say the wrong things, that I'm going to pick myself up and I'm going to listen again.

And I'm going to learn again, and I'm going to try again. And that's what I want to ask you to do as a leader and as somebody who leads other people--because we all do: We all have opportunities to lead. Lead by example. Show others how you can shift and how you can grow and how that makes us all stronger together.

So I really appreciate you guys letting me get on the podcast this week and ramble along. Like I said, I normally have a really steady flow of where I'm going with the podcast. And I just felt really pulled and compelled to pull out my microphone and just start talking and really get some of these ideas out there. Because I feel like, for me,

I've worried for too long about saying the wrong things. I've worried too long about what I should post or what I should say. And I think it's time to just start walking the walk. And that's what I'm going to do.

So thank you so much for listening to this today. I would love to hear from you how this time is changing you, the way that you're shifting your mindset; some ideas that maybe have changed for you. I know for me, there's certainly been some, some big changes in my own thinking, and I would love to hear what that means for you. So you're welcome to share those with me in my Facebook group, [tonyadalton.com/group](https://www.tonyadalton.com/group), or you can share it in the reviews of this podcast. I love hearing from you guys and I love hearing what we can do together, and what kinds of things you want for me.

So if you enjoyed this episode, where it's just kind of a random off-the-cuff episode of truly just what's laying on my heart right now, let me know. Because if you guys like this, I'll keep doing these. This was . . . I feel like this was good for me, and I hope this time was good for you as well. So I thank you for listening.

Have a beautiful and productive week.