

ASWSUG Live to a Different Beat with Justin Jones-Fosu

[MUSIC PLAYING]

KASEY BROADBENT: My name is Kasey Broadbent and I am the Vice President for ASWSUG. We are really excited to be able to provide this event today. I thank everybody for coming.

Originally, this was going to be our keynote address for our Global Students Summit. And we were very fortunate to get Mr. Jones-Fosu to facilitate that for us. We'd seen him before in another conference. And he has awesome energy and an awesome message, and we are really excited to have him today.

We decided to go ahead and have this is a virtual event so that we could still provide that energy to our students while we're dealing with this pandemic and all of the negativity that we have every day in our lives. So everybody, enjoy, sit back, and relax, and enjoy a little bit of positivity. This is Mr. Justin Jones-Fosu.

JUSTIN JONES-FOSU: Oh! Awesome. I don't know how to even clap, you know right? Everybody clap. Put your hands up clap, clap, clap. I'll go ahead-- But I'm super excited to connect with you all, and we're going to have a really, really good time. And so let's just-- I want to first kind of start off as we talk about Live to a Different Beat, and I want to start off a unique way. You ready? You ready?

[MUSIC PLAYING]

Oh, I need the drum down. I need the drum down.

[DRUMMING]

Awesome. So we're going to have a really, really good time, all right? And one of the things that I often talk about is that it is not about the what we do, right? It's not about finding meaning in the work that we do, but it's about bringing the meaning to the work that we do, right? And that work, it's not just working outside of home. It's not just doing something and not working on a job, but it's also our academic work and all the things that we have, engage in, and some of the unique challenges that we face.

So if you're ready to have some fun, I want you to put in the chat say, oh, yeah. Because it's just going to be interactive. We're going to have a really, really good time today. I don't believe-- and you you'll see as I kind of go along that-- OK. I see those oh, yeahs. OK. We let me find out-- Sheridan, Anita, Gina, Oh, yeah, Skyler. What's going, Megan?

And so we're going to have a good time. And there's two different types of virtual presentation. There's one type of virtual presentation, which many of you all have been on, and you may have even experienced a little bit of. It's on this thing I know you never heard of called Blackboard. But one of those

things-- the virtual presentation's like, Hello. I'm going to explain to you and show you my slides today, and this is what's going to happen, all right? And that's not the type of presentation that we are going to have. Because I don't believe that virtual has to mean virtually boring.

So as we engage today, I want you to interact. I want you to engage. What we'll do is-- just as FYI, this will probably be about roughly about 45 minutes-- 45 to 50 minutes. And then what we'll do is we'll do a Q&A. So we'll open it up for questions and answers.

So if you have a question, please go below in the Q&A area and the Q&A button. For those who are on your cell phones, it's a different place. But go to the Q&A and put in a question. Because at the end of the presentation, I'll come back to that question and I'll start answering those questions. So we'll have a really good time.

The other thing I want you to do is I'd love for you to grab a piece of paper. Go grab a piece of paper and a pen. I know you have forgotten what those things look like with all those Zoom meetings. But actually grab a piece of paper, because this kind of presentation is going to be interactive.

And what I mean interactive. There's going to be some times where I going to actually have you write down some things, and it's going to be essential that you have a piece of paper and a pen handy to be able to do it. So go ahead. Go grab a quick piece of paper. Hopefully the piece of paper is not running away from you, but grab a piece of paper and a pen.

I see those, oh, yeah. OK, Alexa. Oh, yeah. All right. Some of you are like, what in the world did I get myself into today?

[HUMMING]

Aw, thank you so much, Sheridan. Have to give that energy. Again, that's why I think virtual doesn't have to be virtually boring. So all right, let's give you a couple more seconds and we will dive in to the presentation.

And just to make sure I can see all my hands up. If you can raise your hand on the Zoom, put your hand up. Aye, put your hand up. Put your hands up. Put your hands up. OK, I see your hands, OK.

Awesome. There's going to be a couple of times where we're going to use that feature as well, so this is really, really good. OK. Virtually amazing. Ah, I like that. OK. Now Put your hand down. OK, awesome.

So let's dive in. All right so a little bit about my history. Now I have the awesome privilege to have the awesome privilege to travel across the country, speaking for organizations like Mercedes Benz, John Deere, Toyota, Home Depot, a lot of different places, to amazing universities, and even amazing global campuses like yours. And so I'm super, super excited. I'm pumped.

I've been studying the aspect of meaningful work and how do we do this. How do we bring meaning to our work each and every day almost for about a decade? Author, all that kind of stuff, but kind of all that stuff means nothing compared to like just being a family person, right? And so like with my daughter, who's amazing, and so this is one of the ways that I bring meaning to my work. Like I have her do a little cameo in each and every presentation that I do so you all got a chance to meet her.

I'm not sure about the workshop one, because for me on Eastern Standard Time is like 10 o'clock, and she needs to actually be in bed. But hopefully you get a chance to see her today. I now have the privilege to do this work virtually. It doesn't replace for me the in-person, but I still love connecting and giving that same type of energy. So I wanted to provide a different kind of experience for you as we dive in.

So there's three things that we're going to dive in today in terms of, how do we change our rhythms when the rhythms around us have changed? How do we live to a different beat? And the three things that I found specifically for this time is that we need to be able to grieve what was lost, to have grace for ourselves and others.

But then we also need to be able to grow. And what I mean grow. Grow in the areas that matter. So again, grieve what was lost, and grace for ourselves and others, and grow in the areas that matter.

So the first thing that we're going to dive into around is, how do we grieve what was lost? Now there's a couple of different ways that people approach times like this, right? Now for some people at times like this, it's like they go into super productive mode. That becomes a distraction. For some of you who are more like me, you've gotten a little bit more used to Netflix at this moment. Hashtag #Ozark-- don't judge me. This is like a new one-- like hot. Anyway a whole different conversation, right?

But we often-- we respond differently to the moment. And one of the things that sometimes we don't take the time to do is we don't properly grieve what was lost. And I think that sometimes we don't fully-- we aren't able to fully get ahead, but we end up just getting by when we don't adequately say, hey, things are not normal, right?

If for you-- I'd love for you-- put your head up in the group if things aren't normal for you anymore, if things have just been abnormal. And for many of you all like, yes. Things are abnormal. Because things have just-- things have changed, and we have to be able to be OK to grieve what was lost.

Now I'll be honest with you, Justin, four years ago would have been kind of like this motivational whatever, and been like, well, you can just take the opportunity and grab it by the horns. And just keep on going, and keep on going. And yes, there's truth to that, and you'll see what we talk about growth.

But the missing piece of a lot of what we do is that many of us we haven't adequately grieved what was lost. So I want to give us the time today to grieve what was lost. And a lot of the things as we talk about grief actually come from the American Psychological Association about proper ways that we can actually and effectively grieve what was lost.

So one of those first things is that we have to be able to write down what was lost-- to write it down. So I want you to do on that piece of paper, I want you to write down some of the things that you've lost, that you've cherished the most. And through the presentation, we'll talk about things in three categories.

There'll be a work categories-- and work is also work and academic work. Personal category that's kind of just you. It's that person-- you as a personal-- category. And then there's a category of relational, and that's the relationships, the community aspect that you have.

So I want you to do in work, personal, and relational, I want you to write down what you've lost. What have been some of the things that you've lost in the midst of everything that's going on? Take a few moments.

About 30 more seconds.

All right, 3, 2, and 1. All right. So what I'd love for you to do for those who are open to it-- and this is not going to be like a Blackboard where you have to-- please put in a discussion question and allow two to three responses based on the discussion question. We're not going to do that, so Global Cougs, you're good.

What I'd love for you to do is for those in the chat, if you don't mind, just sharing one of those things that's been vital for you that you've lost. Just to pop that into the chat. What have been some of the things that you've lost, whether from a work or academic perspective?

For some of you, personally, it could have been your personal routines. For some, it's this connection to the community, but they're also relational. So we have a church, I can no longer visit my mom, lost motivation. Yes, yes. I'll talk about that in a second. Contacts-- so I can take that in different ways. It's for the people or for your eyes, so--

Graduation ceremony, freedom to go wherever I want to, the in-person experience, therapy, routine, talking with coworkers. Some people have lost some weight, all right, and a few friends. So some of this could be some good loss, right, good loss. Parents were meant to come and visit-- haven't seen them in six months.

Yeah, so there's a lot of things. So thank you so much for sharing these things. There's a lot of things that we've lost. And one of the things that I lost and was challenging for me really when everything kicked off, I was actually on my way to come up to see you all, right? And so I actually got to Seattle and had-- ready to experience this amazing thing for some of the Global Campus participants. I know now everybody's not Global, but--

I was super excited to come to Seattle. And I even went to the little ping pong place. I had never been to that little ping pong place, which is like a bar and restaurant anything. So my Seattle people, you know what I'm talking about.

But I lost the ability to go and speak to people, and it hurt, right? It depleted me of my motivation. I was severely challenged. And it literally led to like nine days of like where I had lost my motivation, and I'm the person who's helping people to bring meaning to their work each and every day, right?

And it was extremely tough for me. I watched a lot of Netflix, and HBO, and I started just-- I mean, I wasn't working out like I was, and my whole routine was shut off. I lost the ability to go to the gym. I know I don't look like it, but I actually like to workout. And all these things happened. And I didn't properly initially grieve what was lost.

And so it took me-- I talked to one of my friends and he talked about just this process-- of one of the things we can do to really grieve what we've lost is to write it down. And so that's why it's super important for you to be able to be open and honest with yourself and say, hey, this is a new normal. And we'll see what things come, or there's a lot of uncertainty that's going on right now in terms of what will happen and what won't happen. But the aspect of knowing and being open and honest of that things have been-- things have changed. And it's OK to grieve what was lost. But as long as we write it down-- but not just writing it down, but sometimes for many of us, it's not-- it goes beyond this.

And so for some people it's journaling. And I was never really a big journaling person. I was like, oh, people are all talking about journaling all the time. And everybody's talking about on the podcast and all these kind of things. But I found that in journaling our thoughts for many of us-- journaling whether in beginning of the day or at the end of the day-- it's a method, a tool that's helpful for our grieving.

For some people they use meditation. For other people , prayer. And some people this journaling is an opportunity to fully engage and to write down it and really get out what we think, what we feel, sometimes our sadness, sometimes our anger.

Like I didn't want to spend my final semester doing this. Like this is not how I saw my senior year. But for some people, is like, hey, I miss going out with my friends and hanging out, and all these things. But for many of you, if you're still struggling with this new normal, it may be helpful to take some moment and identify, whether in the morning or the evening, depending on what makes the most sense for you.

And to be able to begin to journal. And just to be open and honest, and sharing your thoughts, your feelings. What's going on? How do you feel? What's happening? Because these are things that can help us through this journey.

But not just that, we have to really still stay socially connected. Now many of you all have heard of the different terms. I often try my best not to call it social distancing, but actually physical distancing to help mitigate some of the things that are happening. But with socially connecting with people, we have to figure out in part of our grieving, how can we still socially connect?

Now some of us we have been Zoomed out. There's actually this whole big thing about Zoom fatigue, right? I don't know if you have Zoom fatigue. The Global Cougs are like, what are you talking about? We do this all day, Blackboard, hashtag, #we'regood, right?

But no matter where you are, we still have to be able to socially connect and find opportunities to engage with people. Now one of the things I do, I have a daily check-- really Monday through Friday. And one of my buddies, Darryl Bellamy, really awesome speaker as well. And we get on the phone Monday through Friday. We do the focus frog, which I'll talk about a little bit later.

But we first check in with each other. And we check in and we're open and honest and saying, hey, how you feeling? What's been going on? Did you work out? I realized when we did our one on Thursday-- or Friday actually, yesterday. And we're like--

Like I hadn't worked out all week. I was like, man, I got to work out. So I worked out and then I like bust something in my calf, so my calf hurts. I was doing hill sprints. Don't judge me.

But we get on the phone and we get on Zoom, and we do the focus frog and we do that. For some people, you're like, hey, I don't want to use Zoom. So maybe FaceTime, or maybe on Facebook Messenger, or maybe on Google Hangout, or whatever it may be, I just need to see you.

Because I just don't want to chat with you, I just don't want to go online, I just don't want to connect with you, I just don't want to see you doing the TikTok [GARBLING NOISE]. I know I was horrible, don't judge me. But I want to talk to someone. I want to engage. You have to have that person--

So I'd love for you to write that down on your piece of paper. Is there a person-- at least one person that you have the opportunity to fully engage with, and to be open and honest about how you feel right now during this time? Because this is super important as part of our grieving process. So we have to be able to first write down what we've lost, internalize that, be OK and say, all right, this is the new normal. It's not to be overnight and showing up like, yeah, yeah, great, right?

For some people in some of my sessions, people email me afterwards and are like, I cried when I wrote that down. Because they realized this was a big thing for them and they had been just holding it in. For some of you, it's simply starting a journal. It's going to be helpful in your process. And for many of us we have to still be able to socially connect in meaningful ways that are good for us. And so what's meaningful for you might be different for someone else.

But one of the things I found helpful is having that connection where I can see their face and see their expressions. I started with-- I try to support local restaurant. And I remember going out and I was just happy. It was still 6 feet away, but I was just happy to talk to the person that was in a car like two spots, like, hey, how are you doing? Just because I just needed that time to socially connect. So whatever that looks like for you in a right way, the physical distancing, figure out ways to do that. It's helpful for our grief in this moment.

But not only grieving what we've lost, but we have to be able to provide grace both to ourselves and to others, right? Now the first thing I want you to think to yourself, to say it out loud if you have to, but I want you to say--

(SINGING) Because I've got to have grace, the grace, the grace. Got to have grace, the grace, the grace, baby. Aye. Dun, dun, dun.

But we have to be able to have-- first of all, anybody in the chat-- who sings that song? Anybody knows who sings that song? I don't know if y'all know.

(SINGING) Because I got to have grace, the grace, the grace.

See if anybody get it. Nope. Oh, you're Global Zoom Fatigue. That's hilarious, right? But in having the grace to be able to capture and to move forward-- there we go. All right, George Michael. All right, you got it.

It's like we have to have grace. And what I mean, grace for ourselves is like I'm being to beat myself up. Those nine days I just was watching Netflix. I wasn't really accomplishing much. I literally was beating myself up like, man, how are you going to help other people to have motivation and to do all that kinds of stuff when you yourself won't take the bull by the horns and just trudge ahead and move forward. And you call this time a time for opportunity and to learn, right?

And I had to learn, how can I give myself grace in the midst of this process? To realize that in this new normal, things just are going to be different. And to be gracious with myself that I'm also going to be different in how I respond to this.

Any time there's a big change initiative-- so I did my MBA. I focused on leadership and organizational change. But in part of organizational change, we learned that personal change happens at the same time. And it's hard. It's a shift. And many of us have been thrust into this change.

We don't know how to give ourselves grace because we expect to do the exact same things that we did before and we can't. One of the things that I found in doing research about remote work and home studios and setting up home offices. The person who's worked remotely for 20 years-- I looked at myself. I said, wait a minute. I've actually worked remotely for the last 10 years.

But in working remotely, she stated that the normal 9:00 to 5:00-- it's shifted, right? That she only gets a realistically four to five focused hours in a day and calls it a day, because everybody else is doing things. Different, right? So that may be different for you, how you do your work, how you do your academic work. Some of the things that you begin to do might all be different because it's not the same routine. It's not the same regiment, and there may be some loss of motivation.

So the first thing I want to say, after we've grieved what was lost is that you have to be able to give yourself grace. To say, how do I focus on what I have accomplished, versus focusing on what I haven't accomplished? All right? So one of those-- and we'll talk about from abundance, versus deficit mindset. But like in abundance we look at, what did we actually do, versus what we didn't do.

Let me give you a great example. So imagine you're a person that says, I want to go walking five times this week, but you actually only walked two times. Human nature is to do what? It's to focus on what we

didn't do. It's to focus on the things that we're missing, right? That I did not walk the full five times, so we beating ourselves up about that. I don't know if you have experienced something like that where you set a goal to do something and you didn't accomplish it. It's me.

But instead, what if we focused on the actual two times that we did work, that was more than the week before when we walked zero times, right? Like to focus, to give ourselves grace in the midst of all the things that are going on is helpful and to focus on what we did do.

One of the really good guide for me, in terms of my business development, is a guy named Dan Sullivan. He has this thing he calls the positive focus. And the positive focus is it's starting our day focusing on the things we did accomplish.

So even for many of you, one of the things that could be helpful for you-- in the beginning of your day is to ask-- or at the end of the last day-- to ask, what progress did I made yesterday? What did I do, right? Even if it was only one thing, to focus on that progress versus all the things that you wanted to do. Because I guarantee you, negativity, negative emotions will flood you and will decrease productivity for wanting to go forward.

But if we get the focus on the things that we did do, we'll be able to say, hey, I did. This is what I was able to do. I made progress. And then ask, all right, how do I move forward in that progress? And we'll talk about progress and what that looks like in a little bit. But not only to ourselves we must give grace, but we also have to learn, how do we give grace to others?

Now if you've been like me-- I'd love for you to put your hand up if you've ever been in this moment, irritable. Put your hand up if you have a low tolerance for people, all right. If you have a loss of patience with other people, right? Put your hand up if you've snapped back like, oh, I'm coming for you, right? Wherever it may be.

We've all faced that moment in the midst of amazing levels of stress that occurs. And we have to say, how can I give grace to others in the midst of this time? My weak point-- and it's hard to say-- but my weak point is like-- My wife is focused on her PhD and she had [? comps ?] over the last two weeks. And so not only was I doing business, and work, but I was also like full-time home school teacher right now because of all the students that have come home.

And so I'm balancing out, having phone calls, setting up conversations, setting up Zoom links that didn't work for some of you. I'm sorry. I don't know what happened. But all of these things. And doing all these things and still trying to help Lydia with her schoolwork and her math, and make sure-- she's doing Mandarin full time, ni hao. So she's doing all these things, and I'm like, I'm getting overwhelmed. And so it's the little thing that she does-- it really sets me off.

And I had to step back and to learn. And say, all right, Justin, breathe, Whoosa, whoosa. I had to stop and ask, how can I give herself grace? So before I respond, I take a moment just to process and internalize what's happening. You know, I've learned. I'm not perfect at it. But just to take a moment and

ask, was this intended? Would I normally respond this way? Is this just a knee jerk reaction in the midst of all that I'm feeling?

So one thing I'd love for you to do on your piece of paper-- that over the last three, four weeks, all the duration of the craziness that's been happening, I'd love for you to write down one person that you might need to apologize to. Yeah, at least one that you may have had low tolerance for, or lack of patience. And while people may be understanding because of the stress induced time, but there might be someone that you need to apologize to and ask for forgiveness.

I've done that to Lydia, and I've done it often actually. There's been some times where I've been like, all right, Lydia, I've got to go into presentation mode. I get ready to present and she's like bumping the camera. Like, Lydia, stop. No. But if I apologize to her-- no, it's not intentional. And no, it's not what she was intending to do, but I realize also it's a knee jerk reaction to the stressful moments that we have. So write down one person you might need to be able to show and ask for forgiveness.

All right. Now, so it just doesn't become something on a piece of paper. What I'd love for you to do is to take time and make a commitment today to call them, right? And for many of you you'll be able to have the conversation. For some of you, you'll need to just leave a voicemail message or leave a video message just apologizing for the reaction that you had, or for going off on somebody, or whatever that may be.

But this is one of the ways that we have to have grace. Because in the midst of everything, we come back again to ourselves. That we have to be able to focus, not only with others, but in ourselves-- progress on how we move forward. And so one of the big things for me is progress over perfection. Now I'm a recovering perfectionist and many of you may be the same, but I had to start focus on how do I focused on becoming a progressionist or to focus on progress.

In a book called The Progress Principle, they interviewed over 12,000 individuals. And what they found in interviewing these individuals is that they found that people felt healthier, happier, and better about the work that they were doing when they felt like they were making progress-- watch this-- even if it was incremental, even incrementally. That they felt healthier about what they call their IWL, or their inner work life.

And so my question for you is, in what areas of your life are you making progress, but also focusing on progress? Asking the questions, where can I focus on that I'm able to make strides forward? For me, that progress was in just starting to slowly increase the amount of time I was putting in and giving to work.

Because I was just tired. I was drained. I was fatigued. I was sad. I was angry. All these things were bottled up into me, but I started making progress.

And so, I started doing this thing called the focus frog, which we'll talk about in the next section. Where I least allow myself to accomplish one thing in each category of work, personal, relational. And I was able to celebrate that progress.

So for you, I'd love for you to share just over the last week, this week that we've had. In what area have you made progress? Just type it up in the chat. What area have you made progress over the last week? Because we need to celebrate that. We need to be able to talk about-- hey, I made progress. I spent more time. I got in this exam. I wrote this paper. I got on a discussion questions. I did it all on Blackboard, or whatever he did. But what areas have you made progress?

I started a paper early. Awesome, Sheridan. All right, Megan. Finished my last assignment for chorus, OK. All right, Alexa. Made progress with losing weight over the last few weeks. All right. All right, Skyler, helped my friends with their homework. OK. Can you help me with my mine?

Cynthia, improved my organizations. All right. All right. Reconnect with old friends. Morgan, I've been drinking more water. See, I didn't read the water part. I was-- just have been drinking more. I guess we can make progress there too.

I started walking daily. I've been spring cleaning, getting rid of old clothes. Yes. All of these things have been great, great progress, right? And we have to be able to celebrate those moments of progress. So even in my daily calls with Darryl Bellamy, one of my guys I talk to, we start off the day talking about progress, right? And when we have and make great progress, it feels good to talk about what we've done.

And so this is the thing as we think through about giving ourselves grace is to focus on progress, not perfection. To focus on what you did do, versus what you wanted to do. These are all practical ways to be able to guide us. But the thing we're going to spend the most time on today is in the midst of everything, how do we practically grow? How do we grow? How do we grow and what really matters?

And growing, this is the part where we have to ask ourselves, right? Because there is a truth to what some people are saying in terms of utilizing this time as an opportunity to move forward, to not just get by but actually get ahead. And we have to say, all right, in this new normal once I've grieved what was lost. I've been open and honest with myself. I've been authentic to that.

Once I've had grace for myself and saying, hey, I'm going to be different. I may not be able to work out-- I used to work out six times a week. Now I'm like, can I just get in three? Can I get in three, somebody? So I'm like, can I get one? Can I get a walk with my dog, whatever it may be.

But how do we grow in areas that really matter? So I want to introduce to you-- and shifting our rhythms, what I call my three rhythm model. This was created based on seminal research in 2001, well, they call it job crafting. But I created this model-- and some of you would be hard to see, but I'll go through and explain it-- of what are the things in our lives that we can be able to do, right?

And so the first thing is the perspective rhythm. So the perspective rhythm is how do we see things? How do we see the things that we do?

So let me give you a great example. There's a great study done on hospital cleaners-- and by the way, for all our central workers, those who are on the front lines, can we please make it a point today, this weekend, to give them a call? Some of us that know them. For some of you, that is you, so thank you. But

to let them know how grateful we are. That's one of the things I do. I go out and I try to capture people doing things right. And so we'll see how that's part of growth.

But the hospital cleaners in the study, what they found was that there was two different groups of hospital cleaners. There's one group that hospital cleaners where they found themselves and saw themselves as hospital cleaners. So they came to the hospital, cleaned the hospital, and then went back home. It makes sense because they were hospital cleaners.

But there's another group of hospital cleaners that they saw themselves as extensions of the mission of the hospital. So that they would engage with the nurses and ask questions like, hey, when's the best time for me to be able to come into the room? They would talk to the family members when they came in and said, hey, is there anything that you need? They found themselves as extensions of the mission of the hospital, because they changed how they saw the work that they did. Yep.

For many people who have-- I don't know if you've ever been to Disney World. There's this really good, cool story that I often talk about, where the person, or one of the people who simply just cleans Disney World, started making the characters out of water. Started putting water on the ground and started creating the characters out of water on the ground, and it was super dope.

And so all these things. It's like, how do we shift how we see things? How do we change our perspective? Instead of things just happening to us, how do we begin to happen to things? I had to shift my perspective on why I love engaging, live, in-person keynote. I, at the end of the day, I love helping people. So I have to say like, how do I utilize this time to be able to help people?

So what are the things that you just do well that are part of your character, your consciousness, the thing that makes you uniquely you. And while you may not be able to do it in the same mode that you were able to do it before, how can you use what you do in a different mode, because you're still the same messenger. You still have the same message, even if the method is changed. So these are ways that we have to begin to ask, how do we shift our perspectives? OK.

Not only shifting our perspectives, but sometimes the task that we do. What are some of the things that we no longer do, and what are some of the things that we do. Like there's been a lot of times that I've had to say no to things. Where I've had to say, hey, you know what, I can't do this right now. People have asked me to do a lot of different things. I've had to be open and honest to saying, hey, I just can't.

But there's other tasks that I've picked up that have become new norms. And so let me give you a great example. I don't know if you've been outside. And it seems like there's a lot of people walking now or people that's outside. And for some people's family-- like I go out with my kids now almost on a daily basis. And we go out and we walk. I see a lot of people walking.

I want to continue that. I wasn't doing that before even when it was warm outside. And that became a new normal that I wanted to continue and do. And so the question for you, what have been some of the task for you that you want to continue in order to live to a different beat, right? We're not just trying to get by. We're trying to get ahead.

I was talking to one of my buddies and he's just like, man, I just realized I loved cooking. I just-- and I was like, man, I know you're not going to have as much time to be able to cook. But what if you just need one time that week to be able to cook a new meal. These are the things that we can practically do, right?

So want you-- love for you to write down-- and also put in the chat-- for yourself. It's, what's been one task that you've started doing during this time that you want to continue even when there's a sense of normalcy, right? What's one task-- and put in a chat, write it on a piece of paper-- one thing that you want to continue doing that's different. All right.

Disk golf. Yes, I've seen a lot of people doing disk golf, which has been awesome. Praying so much more. That's awesome. Baking, squats-- all right. Let me see-- doing them every day. I love that. Being more mindful about shopping, walking everyday, cleaning more, writing, taking 10 minutes at end of the day to reflect, reading. I agree.

Disk golf, playing more games with my kids, yoga, scheduling time to talk to people. These are all awesome things. Thank you, Anita. And now I've had-- taking 10 online class, which I haven't been able to do for years. I found I really miss learning new things. Yes, learning! We'll get to learning, so hold that thought. That's a really, really good post.

These are the things that we have to intentionally bring back, because what I'm fearful of-- when there's an aspect of new normalcy, and while things won't be the exact same but we get back to some level. We're able to go back outside in ways and engage with people in different ways, then we're going to forget some of the things that we've taken in this time.

And so I want to encourage you to consider in asking yourself, how do I make this intentional? So I want you to write it down. Intentionally bringing this as something that I want to bring forward, even if it's just one thing that you want to intentionally bring forth. But now only just the task and changing our task rhythm, but the relationship rhythm.

And that all focuses on, who do we really connect with? For some people, I saw you've talked about-- man, I've reconnected with friends I haven't talked in a long time and it's been meaningful. For some if y'all, hey, I've lost a couple of friends during this season and I'm glad about it, right? I realize I just don't like them anymore, right? Whatever that is. But that's what relationship rhythm is. It's intentionally engage in who you want to connect with.

And so I encourage you to have at least one what I call meaningful connection a day. And a meaningful connection it's where you've gotten on the phone, where you've gotten on Zoom, and it's a one to one connection, and you engage them. You've talked with them. You've learned about them. You've checked on them. You've checked with them. You've done something that's been super meaningful for you. These are all super important things to be able to effectively engage with other people.

But one thing that just is amazing for me is how we engage our perspective. And it's this guy named Joseph. I just talk about his perspective. Now I met Joseph when I was traveling and I was traveling

through the Charlotte airport. And I came back and Joseph was smiling and just cleaning the trash. And I just-- again, I try my best to capture people doing things right.

And so I came up to him and started talking to him. And on our conversation, Joseph was like-- I ask him like, why do you do what you do? And he was like, man, I love my job. I love what I do. I like making the airport a better place. He's like, I take the recycling downstairs. I take the trash downstairs, and I start separating them because I want to make the world a better place.

And then he dropped his bomb on me, all right? From my people who love the Earth, he was like-- he said this, right? He's like, do you know that there is more trash in the Pacific Ocean than the size of the state of Texas?

And I'm like, bro, how do you know this? Like he took learning to a whole different level. And he took what he did and he brought great meaning to it. Because it's not about what Joseph does. It's not about the work that he does. It's all about how he sees it.

And so my question for you in the midst of it, is how are you seeing what you're doing? For many of you, this could be the amazing time to get ahead once you've properly grieved what was lost and given yourself grace. For the person that-- I've taken 10 online classes, didn't think I could do it. I'm like, OK, go ahead. All right, Global.

Now whatever that may be is asking the question, how do you effectively get ahead? And we'll on April 21st, we'll go through goal setting through challenging times, and we'll dive into that. How do we effectively engage our goals in the midst of all this? But like that's the perspective that we need to ask and challenge ourselves with. It's, what will we do? How do we engage this time? How we use this time for great learning, right?

But not only that. It's what we do as it relates to how we think. And the two focal points is that there's two different ways that we think about things. There's a deficit thinker that asks the question, what can't I do? And there's the abundance thinker who focuses on, what can I do?

And Carol Dweck, she talks about this in Growth Versus Fixed Mindset, about consistently learning and growing even in the midst of the things that are challenging. Versus the fixed mindset that just says, hey, I'm good where I am. So even in the midst of these challenging times, we have an opportunity to grow and to ask the questions, what can I do to have an abundance mindset?

And so I want to give you some tips that you can work meaningfully, some practical tips in order to grow. To not just get by, but to actually get ahead.

So one, I want you to have what's called the meaningful day. And we'll send the template for this so you can have that. And the meaningful day simply says this-- I organize my day into three categories. Let's see if you can see it, a work, a personal, and relational. And these are the ways that I ask, what's a meaningful day look like today? How do I make this day meaningful?

And so one of the things is the focus frog, which we'll go over in a second. Like testing equipment, email eliminator for me. Personal it's devotional, exercise. Relational, walk with my kids. I do a strive in appreciation, which we'll talk about in a second. And calling someone that's meaningful for me.

And so my question for you is, what are some of those things for you that are meaningful? Well, in your day, in your work or academic work, in your personal, and in your relational, to identify one to three things every single day in order to make your day meaningful. So know if you just accomplished one thing in that day, that would be meaningful for you.

I'd love for you to write in a chat some of those things that would be staples in your meaningful day, all right? For me one, of the things that's a staple for me is the focus frog. So Monday through Friday, I get into focus frog with Darryl Bellamy. And I know that in the focus frog, I'm going to accomplish the most challenging thing for me that day that's going to be work related, and I dive into it.

For others-- for me, the relational aspect of extravagant appreciation. So I'd love to hear from you in a chat, what are some things that would be consistent in your daily rhythm that you'd want to do, whether in work, in personal, relational? What are some of those consistent things?

And as I rephrase the question, just to make sure we understand-- but some of the things that would be meaningful for you. And some people talked about exercise-- that, yes. So they want to be able to exercise, connecting my thoughts through journaling, taking time to speak with family. Yes. I love this you all are really so on point.

All of these things are amazing things to consistently do. And I don't want you just to put in a chat, but I actually would love for you to actually write it down. Write it on a piece of paper in work, personal, and relational. What does a meaningful day look like for you? So even if you got in just one of those things in each area, to actually plan it out. So that's tip number one, is have a meaningful day.

Planning nutritional meals for the day, being more helpful to elderly the family members, homework, exercise, make time and talk with my boyfriend. Y'all are so dope. Y'all are so dope. I need to rock a T-shirt it's like, y'all are so dope. All right, woop, woop.

Go Cougs, go Cougs, go Cougs, go Cougs. But yeah, I'm corny too. So yeah. But that's my tip number one, have a meaningful day.

Tip number two is having a focused frog. And what I call the focused frog is a mixture of one of my friend, Marcey Rader this thing called, Focus90, and Brian Tracy who wrote a book called Eat that Frog. And in the mix of that is I get on the phone call and every day at the same time-- I've scheduled it in my day. And for us it's 10:00 to 11:00 Eastern Standard Time. And we have a phone call 10:00 to 11:00.

And we go and we actually get on Zoom. It's a Zoom call. And we talk about-- we first ask, hey, what progress have you made? What are you grateful for? How are you feeling, quick check in. And then we say, what are you going to focus on?

And so then we focus on that thing for the next 45 minutes. We turn off the phone. Put our phones on do not disturb. We close down everything. We create environment, as best as possible, just to be able to focus on our work, right? And for some of you that could be your schoolwork. That could be the most challenging thing you have to do that day for your schoolwork, but you've at least started and made progress. That first 45 minutes where you've made progress in a day, right?

So that's the focused frog of asking yourself-- it's just one to one where you get on with someone, and you say, hey, let's focus. Some of y'all might say, hey, let's do it in a group. It takes a little bit more time if you do it in a group-wise in terms of really being able to open up and honest and be able to share how you feel. But like that's the focus frog. That's tip number two.

Tip number three is engaging and identifying extravagant appreciation. You'll see that in a second. But we have extravagant appreciation for people-- what I call extravagant appreciation is when we go out of our way to celebrate those around us, to let them know how grateful that we are for them. That's the thing that we really can love is if I celebrate people.

And so that's one of my staple in a meaningful day. It's I go out of my way and I'm really celebrating the people that I love. Because I'm not telling you got to love them like family members, which is good. But seeing people I love that are doing their work in a community like the construction worker, or the person who is working at the grocery store, or whatever it may be.

One of my buddies who works for FedEx, I send them a little video. And I was like, dude, thank you so much for the work that you're doing. It's awesome. I just wanted to know how much you're appreciated. Because we benefit from that too, but it's not about us. It's about what we can give to somebody else. And so for me that's a staple in my day.

So even if it's just once a week that you do an intentional extravagant appreciation. That could be writing a note for somebody. Like for some of people, some people tell you do stuff but don't actually do it. I actually write out little cards for people and talk about giving them extravagant appreciation and letting them know how grateful I am for them. So whatever that thing is for you, is to have that place of extravagant appreciation.

Tip number four as we dive in to figure out what this looks like for us, it's asking what am I learning to learn? So let me give you a tip. There was a study done on millionaires. And what they found with these millionaires is consistent pattern-- now before I tell you-- actually it's easy because I already told you.

So they said with millionaires that the number one consistent thing amongst these millionaires it's not that they woke up early, not that they exercised, not that they were masters of Blackboard, but that they read for at least 30 minutes every single day. And so my question for you-- and I'm not talking about just regular books. They weren't reading like Harry Potter or Fifty Shades of Gray. But there are reading books that would help them develop, to grow.

And I'd ask for you, what books are you reading? Not for school, but what books are you possibly reading that are just good books? Now for some of us there are good books that are fiction books, that are great because it's helpful for us. It's part of our grieving process. It's a part of our own personal thing.

But what are some of the things that you are learning to consistently grow and to get ahead whether your field of study, whether it's with your work, whether for some of you who have kids-- it's parenting. Whatever that may think may be, but just that we're learning, consistently developing.

That's tip number four because that's all-- for those who have a growth mindset, or who are people I call learning based mindset, they constantly find ways that they can grow. Even if you just ask yourself at the end of the week, what new thing did I learn? Those are the things that we do.

But tip number five that we sometimes don't do is have fun, right? And I don't know if you know this guy. This is a guy named James Brown. And one of the things that I loved about James Brown is that you knew James Brown was going to give everything he had. It looked like he was having fun on stage doing his thing, right? You may not have been able to understand him, but you were like, wait a minute like-- the hardest working man, right?

But he would talk and he'd be like, hey, man, 1, 2, 3, 4. Hit me some. Hit me-- some. 1, 2, ha bah. And you're like, OK, I have no idea what you just said, but you look like you're having a fun time doing it. You are working super hard, right?

And for us, we have to have that same aspect of fun. And so let's start that now, because that's one thing that we have to be able to do even in within our days, right?

[MUSIC- JAMES BROWN, "I GOT YOU"]

JAMES BROWN: (SINGING) Whoa! I feel good. I knew that I would now. I feel good. I knew that would now. So good. So good. I got you. I feel nice, like sugar and spice.

SPEAKER 2: (SINGING) I feel nice-- all right, y'all-- like sugar and spice. I know some of you all are dancing. So nice, so nice. Because I got you. Ow!

[MUSIC- JAMES BROWN, "I GOT YOU"]

SPEAKER 3: Oh my god.

JUSTIN JONES-FOSU: Yep, that's my son. My son just called me crazy. See-- all right. But this my friends, we have to be able to come back and be able to have fun, to be able to enjoy ourselves.

So my question for you, is what are some of those things that you do that are fun? For me, I pretty much watch almost an episode every single day of the Office . I love the Office. It's fun for me. I love seeing Jim and Dwight and Pam and Michael Scott, in his old days. And Andy and Pamela and all these things-- and Creed, Creed. How did remember Creed? But like, hello, The Office.

It's fun for me. I laugh. And I've seen almost every episode at least 15 times. But for some other people exercising is fun. I don't know how it is for you all, but that's OK. But it could be engaging in a great conversation. It could be one of your favorite sitcoms, or favorite shows, or something that's fun for you.

But I ask you have to even in the midst of stressful and challenging times to be super intentional and making these things fun, making your day fun. These are practical tips and things that we can do all in the midst of showing, as I said before, great appreciation for other people.

The last thing of all these things is what kind of attitude will you process with? What attitude? So I want you to answer this question. And I'll-- lower all the hands. But I want you to answer honestly.

So I want you to put your hand up if you see this glass as half empty. Why don't you put your hands up. I want to see. I want to see. Where are my half empty people. Put your hands up if you see it half empty. All right. OK. All right. See the hands. OK, thank you. All right, now-- let me lower the hands.

Now I want you to put your hand up if you see this glass as half full. Put your hand if you see the glass as half full. OK, I see some hands. Some of y'all put your hands up twice already. I see y'all. I see what you're trying to do. OK, OK, all right.

And it's interesting to me because I remember some speaker came to our school and was like, if you could just see the glass as half full, your life would be changed. Everything will be different. It'll be amazing. And I was like, dude, that doesn't work. It doesn't work.

But I remember one time I was going through one of the toughest times in my life, quarterlife crisis. I guess it happens. And I remember looking at this glass that was half whatever. Half some clear liquid. It may have been water. I was 25. And I was looking at this glass and I was like, half full, half full.

And then something hit me. I was like, Justin, why are you asking is the glass half empty or half full when you can feel the stupid glass back up? And this is my thing. But by the way, this is not like when we're able to go back to restaurants and bars, go to the bartender and say, hey, bartender. Fill the glass up. Fill the glass, No, that's not what I'm saying, right?

What I am asking us to do is in our attitude, it's not just seeing the glass half empty, half full, but actually filling the glass back up. Taking a proactive nature in terms of how do I consistently, progressively move forward. I'm not asking you to be perfect. I'm not asking you in order to get ahead to be where you were. Only thing I'm asking you to do is to progressively get better each week.

Some people take that mantra as each day thing. And you've looked at each week and you said, how did I progress this week? In what areas did I grow? You may have started here, and you may have dropped here when everything happened. But how will you progressively get better, the hashtag, #filltheglass.

So my question for you is what will you do? What will you do? Now what's one practical thing that you can do from this presentation? Is it grieving what was lost and writing it down, starting to journal? Or making a time each and every day to meaningfully connect with someone else?

Is it in personal? Is it asking the questions of, what do I need to do to learn, to develop, to grow? What are the things that I do for fun? Is it giving yourself grace or apologizing to someone else because you haven't been giving them grace?

Or is it how do you grow? And is it taking one of the tips and asking, hey, what am I reading? What books can I read now for 30 minutes each day on something that's interesting to me? Can I show extravagant appreciation? Can I create a meaningful day? Can I do the focus frog for my ADHD friend? What can I do to really be able to fully engage?

So what I'd love you do is on your piece of paper is to write one thing that you can practically do differently from this presentation, or that you will practically do different. And after you've written on a piece of paper, I'll give you a few minutes-- a few moments just to write it also in the chat. And put in a chat one thing you can practically do differently-- different from this presentation.

OK. Actively and actually reflecting each day. Thank you, Sheridan. Angela, creating a plan for a meaningful day. It's cool. I'll send you the template. Celeste, try journal and writing a little a day-- a journal each day, practice gratitude daily. Yes, yes, yes. I love that.

Extravagant appreciation, Sketching my day in meaningful way, journal writing, focus on practice over perfection. OK, showing appreciation to friends, family, grace to self. Remember that fun isn't wasted time. Yes, yes. We have to have those things built in.

To be more like water, have things roll off and keep-- oh, oh, OK. Let me find out you a philosopher. All right, let me find out, Skyler. To be more like water, like water, the essence of water, right? I love this. Reading books to help me grow and develop as a person. This is really, really good stuff y'all. I love this.

Now I'd love for you to not just stop there and writing it down or putting in a chat. For those who are watching the recording, you're just writing it down. But I want you to actually share this with someone who can hold you accountable. They can hold you accountable for actually doing this stuff, right?

Because it could be easy-- so we're going to do. But when we have somebody hold us accountable to be able to do these things, and we start making a plan for it, it can help us. That's why you need to be there April 21st as we talk about goal setting and planning to get ahead, even through challenging times.

So I'd love to first and foremost say thank you to the great team who have helped to put this together. We're going to go to Q&A. But before we do that, a couple of things. If you want some practical things, practical tips, tips to move ahead, let me give you a really good one.

One of the things that Harvard Business Review-- a study that they did-- they found that there's actually a decrease in productivity when the first thing that we do is engage in negative news. And majority of the news today is what? Yeah, it's negative. And so how do we actively engage in things that can help us?

For some people, like for me, I don't watch or listen and engage in news-- for most part-- until afternoon after I've done my focus frog. But I have wanted to still wake up and see some news, or engage with

news. And so there's actually a thing called Good News Network. It's not a faith based thing, but they just focus on good news.

So you can see it on Good News Network. You can Google it. They have an app for Good News Network. And so when I wake up, one of the things that I do after my WUA, waking up appreciative, I go to Good News Network and see some positive things.

There was this amazing young lady who created masks that were clear in the front. They were regular mask. But that you can see through them for those who were hearing impaired. I'm like, genius, right?

They're probably part of your Global Campus. You probably learned on the Blackboard. I know. I know you. It was you, right? Probably, Skyler-- rolling like water, right?

But that's where I go. Because I still want to get some really good news, but I want to get news that's helpful. Because they showed the correlation between negative news and a decrease in productivity. So that's one of the tips that I share.

So if you go to workmeaningful.com, and when you scroll down, you'll see these two free resources. And you put in your first name and your email address, you'll get the first chapter of my book, *Your Why Matters Now*. So you'll see that the, first chapter, for free, complimentary.

But you also get 30 practical tips to achieve more, as well as 30 practical ways to lead others more effectively. And so those will be complementary. But those are all very, very practical things.

So I'd love, love, love to stay connected to you. Before we go to Q&A, you can connect with me @iWorkMeaningful and all these places. I prefer LinkedIn. That's just my method where I really enjoy to really connect, but iWorkMeaningful at all these places. So will love, love to stay connected.

And so with that being said, I'd love to open it up to Q&A. So I want to give you a few moments. If you would go to the Q&A section from our participants, and I'd love for you-- thank you. Thank you, Stephen. [INAUDIBLE]-- to go to the Q&A, and to offer any questions that you have.

And as you're putting in your questions. I want to bring back our Vice President to close out this section of it. To remind us of our April 21st. And put it in the Q&A and I'll start going in and answering some of those questions.

So I'm going to unmute you now. Hopefully you don't mind. And if you can close us out and give a shout out for April 21st. You are unmuted. Go ah--

KASEY BROADBENT: Thank you, Justin. Thank you, Justin. That was amazing. I hope everybody enjoyed today's keynote. Please look out on your student emails for your links for the April 21st. It's going to be at 7:00 PM, the goal setting workshop. And everybody who is interested, please write down your questions now for Justin. And he's going to get started on the Q&A.

JUSTIN JONES-FOSU: Awesome. All right. So the first question we'll answer live is Alexa, "Do you have any books you recommend for being more optimistic and being able to see the glass half full?" Yes, there's a couple different ones I have on that. I'm going to-- my little booklet up here somewhere.

There's a called Mindset by Carol Dweck, and so it's definitely one of the ones that you want to check out, Mindset. And I don't know where it is on here, but it's really good just focusing on the growth aspect of what we're able to do, versus what we can't do. And she talks a lot about those pieces in her work. So Alexa, that's a really, really good book on that.

Chasing-- I think it's called, Chasing Hope by my friend Jess Ekstrom. If you look at her-- Chasing Optimism. I think it may be called Chasing Optimism. No. I know what it is. Don't quote me. It's Chasing the Bright Side, Chasing the Bright Side by Jess Ekstrom.

So check that out. She's the person-- she actually created an organization called Headbands for Hope. And in Headbands for Hope, she actually-- anybody bought a headband, she would actually donate a headband to someone, young woman at that time, young children, young girls, that are getting cancer treatment. So it's one of the things that she volunteered. She found out they needed that.

So she's another great speaker, but wrote a book called Chasing the Bright Side. So Mindset and Chasing the Bright Side really, really good books about optimism and being able to see the glass half full. And my challenge for us is to actually fill the glass. Not just to see it half full, but actually fill the glass. So hoped that helped, Alexa.

Skyler asked, "Have you thought about making a YouTube channel?" I have. I want to do a lot of that, a lot of that. You're welcome. [? Thank you much Ruby ?] I'm glad you enjoyed the presentation, you all. I thought about doing a YouTube channel. I think I want to do one with my daughter, because she's been talking about it a lot. But I'm still trying to do the-- weigh the pros and cons if just like-- I don't want her so hooked on the like and all that kind of stuff yet.

But so I do have-- and we'll be doing-- I do have a video YouTube channel. It's not as funny as I [INAUDIBLE] in presentations. I need to do a better job with that. But it's iWorkMeaningful on YouTube. And so I'm going to commit by the summer.

I'm going to start doing these weekly things called, Your Meaningful Minute. And so just things that we can do that are meaningful. And I'll bring them up my fun, my humor, be my crazy Justin, so yeah. So yes, I have thought about it, Skyler, and hope to plan to make it a little bit more lively. But you could find me on YouTube at iWorkMeaningful. So thanks for that. I appreciate that.

All right, cool. "How do you get the right balance--" thank you, Ruby-- "--with flexibility when you plan your day? When we first started the stay at home thing, I wrote a ridiculously detailed schedule and couldn't stick to it." Great question, Ruby. Oh, thank you, Judith. Appreciate it.

Great question. I did the exact same thing, Ruby. I tried to go into-- all right, from 8:15 to 8:17, I'm going to eat a morsel of brown rice. From 8:17 to 8:19, I'm going to eat two pounds or two ounces of chicken breast, and I realized that I couldn't do that.

So what I had to do was start to increase the margins. So when you increase the margins this said, OK, I want a meaningful day, so I just put in time-- four hour blocks of time within the day to accomplish throughout the day. Now four works for me. For different people, different things.

But just four things. And I gave myself room, a lot more margin than I'd normally have done because our routines have been really jacked up. And so I would encourage you, don't fill your calendar up of like, I'm goin' to do this, this time, and this, this time. You may have some meetings and things that you have to do, some team things to connect with people.

But don't fill the calendar up with all the things you have to do. Give yourself margins. Give yourself breathing room. You'll find that it allows you to actually feel better about what you were able to accomplish and make progress.

Let me give you a great example of how this has been done in the airline industry. So for those that fly-- like I used to fly quite a bit. One of the things that we found is-- I started noticing something different probably two or three years ago, is that there's starting to be a lot more on time flights, but you're getting there early. And I was baffled.

I was like, how in the world? Did they just create a new mechanism? We've been on time. We've been early and it's just-- I noticed. It was very noticeable. The captain would come on the air and her amazing voice and like, hey, everybody. We just got here, and we got here early, right? I'm like awesome. This is dope, right?

And what I found as I started digging deeper is that what they did is they kept the same schedule that they always flew, they just put the times back. So the time that they left, they would keep that the same, but they extended the time that they said they would arrive. Because they found that people felt better about their flight experience when they felt like they got there early or on time, versus when they jammed it and packed it in from the time perspective. So that's a similar thing that we have to consider doing for our own lives. Don't pack your calendar with all the things you have to do. Put in the essentials.

Again, if you have to plan just one thing from your work, personal, and relational, put it in your calendar. That's another one of the other practical tips that you get with 30 Practical Tips. Stop doing to-do list, start putting into schedules list, and give yourself margins.

So look at your day and give yourself a breaks, and time to just breathe, and figure out what you want to do. That's one way to stay flexible. So I hope that helps, Ruby, but don't pack in your schedule when you do that. Awesome.

"Do you have any tips for getting started with journaling?" No, I don't. Be honest. Actually, I do. So let me not-- so this is my daily extravagant journal right here. And so you don't need to get fancy. Some people is fancy, they do fancy stuff and I do my extravagant appreciation in here.

And so what I do is I go by my WUA, which I call waking up appreciative. And then who did I show extravagant appreciation to? What did I do? I journal for my devotions time, but then also just how I felt. So you have to figure out what makes sense for you, but I would Google, "getting started journaling."

But the first step for me would be to get a journal. You can get the real beautiful, and Princess, with the little sparkly unicorn like my daughter has. You can get the superhero ones with the [? He-Man ?] and a whole bunch of Marvel characters, Avengers.

And/or you can just simply get a journal like mine, a little black and white. So I hope that helps. But I would Google that and-- but yeah. But the first step would be getting the journal. So hopefully that helped a little bit.

"What helped you overcome your perfectionist tendencies? Thanks, Angela." Number one is, I have people in my life that reminded me I wasn't perfect. And I just kept challenging myself to focus on making progress. So I started reading a lot of books about progress and progress and progress. Books on mindset and the growth mindset.

I loved the aspects. I started doing research and I discovered this whole realm of research on learning based mindset. And so that was super helpful for me. But it took a long time. It wasn't like a light switch. It wouldn't just go on and off. I was like, now I'm a progressionist. But I started asking myself, how do I keep growing?

So let me give you another great example. I did this thing called the birthday challenge. And for those who ever done it, I think it's super dope to be able to do. But the birthday challenge is, every year I challenge myself to do one thing that I've never done but I've always thought about doing. And that keeps it fresh. It keeps me learning new things and challenging.

So my first year it was to run a marathon. I failed in that run. The next year was to run a marathon, so I ran a marathon. Well, at least I mostly ran a marathon. I also sometimes walked that marathon. But I completed it before they closed down the course, so I was super thankful and happy to do that.

Then another year I went skiing for the first time in a little place named Vail, Colorado. I know you've never heard of it. But I went skiing. And it was also super intimidating, because you had these little five or six-year-olds like [SKIING NOISE] just killing the game in their skis And I'm sitting there like-- And so it was tough. It was challenging. So that's one thing I do every year. It's to do a birthday challenge.

So that helped me to progress, because it kept me doing things that I was uncomfortable with and I didn't know a lot about. So when we challenge ourselves to do things that we don't know a lot about, or that we might be somewhat ignorant in, or put ourselves in positions where we aren't the experts, it helps us to take on more of a progressionist mindset. So that's the way I do it. Thanks, Angela. No problem.

And last, we have for Morgan. "What would you say is the best way to approach new obstacles or barriers?" it's a really good question, Morgan. Think about that for a second. What's the best way to approach new obstacles and barriers?

Let me take a stab at this. It's not a silver bullet. This is my approach, and a lot of people approach it in many different ways.

One way that I approach it, obstacles and barriers, is I first allow myself to feel and to be open and honest with myself on how I'm interpreting that obstacle or barrier. What am I seeing? What am I feeling? What is this obstacle or barrier for me, Morgan?

Once I've done that, I then encourage myself to engage. What can I learn from this obstacle and barrier? Once first I've been honest with myself, like how I felt, what can I learn from it?

And then the last thing I ask myself is, what will actually do? What will I do? There's a proactively engaging [INAUDIBLE] to say-- model called the Four Questions, so the fourth stage analysis model, which is called four questions. And it asks these questions--

And it's more of a proactive barrier seeker, versus just barriers happening to us-- and it asks, where am I now, number one? Where do I want to be, number two? And we'll go over this with the goal setting. What are the barriers preventing me from getting there? So it deals with some of those barriers to getting to the new place. And then how do I remove or overcome those barriers?

So that's one way that, I think, we can be proactive barrier seekers and move over that. But also being honest with where we are. Asking what can I learned from it, and then what can I commit to in terms of beginning to overcome it?

And last but not least, Morgan, is having accountability. One of the challenges-- the biggest challenge that many of us face in dealing with our barriers and overcoming obstacles is that we try to go at it alone sometimes. And so I talk with my professional accountability partners-- we'll talk about it April 21st and how to develop that-- about my biggest barriers to some of the things that are most important for me, especially around business.

And so we walk through those barriers, and I give some advice and guidance, but I'm able to give updates when we engage and talk. So don't go at your barrier obstacles alone. So I hoped that helped, Morgan.

And yeah, I think that is it. Skyler said, "Carefully." I like that. Awesome. So if there aren't-- I'll be on here if you have any other questions, but I think we're done.

Oh yes, Judith, please cross country skiing, snowshoeing. I think it's super dope actually. I did snowshoeing the same time when I went to Vail. I went up a little bit longer than I should've, because I had to get to the top. I'm a big achievement junkie.

So we came down when it's pitch black, and the people when we got back to the hotel were like, you know there's animals that people out there? And I'm glad I didn't know, because I had to reach the peak of the mountain, but we made it back safely. So snowshoeing is super, super dope.

So awesome. Thank you. I'm glad y'all had fun. I had a great time with you all as well. Thank you, Hope. Thank you, Morgan. Definitely looking forward to Tuesday as well. Thank you, Jane. I'm glad you had a great weekend. And y'all, as we go out, I know-- I think when we come back-- you want to say something Vice President before we leave out?

KASEY BROADBENT: Yeah, I just wanted to say thank you so much Justin for providing such a wonderful event. And I would like everybody to just give him a virtual hand of applause for being a wonderful presenter, and for getting us back on a really positive note. Thank you everybody for coming and thank you so much Justin. We really look forward to seeing you on Tuesday.

JUSTIN JONES-FOSU: I'm excited to see y'all on Tuesday too. And as we go out, I want to give you this one last reminder.

[MUSIC- JAMES BROWN, "I GOT YOU"]

JAMES BROWN: (SINGING) I feel good.

JUSTIN JONES-FOSU: All right, y'all. I'll see y'all later. Have a great weekend y'all.

(SINGING) I feel good. I knew that I would. So good, so good, I got you. I feel [? nice ?].

[MUSIC PLAYING]