**Lunch with Robert McInnes Part Two**

 **Anne Walters**

At this point in time, I'm going to introduce you to Robert McInnes, our speaker. He's going to speak for about 45 minutes and then, like I said, there will be an opportunity for you to ask questions or give feedback on what you'd like to see next session. So on that note, Robert, I'm going to hand over to you and I'm going to start your slides.

 **Robert McInnes**
OK. Thank you, Anne.
So today's topic continues on with frustration, stress, anxiety and anger.
And in particular, why do we react the way we do?
So what I might do is go on to the next slide which we did show last week but I probably didn't explain why I focus so much on the subconscious.
Based on values and core beliefs rather than behaviour. And it's interesting that neuroscience tells us that when we're looking at somebody's lips, we’re thinking that what we see in the lips are moving at the same time, but the because one's based on sight or light, and the others based on sound. There's actually 800,000 times difference between the speed of light and the speed of sound, so your brain slows down what your eyes are looking at so it matches the sound so your brain does that in consciousness.
Now what happens in your thinking when you're doing pattern matches and predictions, MRI scans show that you first start making pattern matches and predictions 10 seconds before you're aware of them.
Your conscious mind slows it down so that they appear as though it's coming together.
So therefore, it's very important if you can set up pattern matches and predictions in advance that reflect what you want to happen and you can do that through your core values, your habits and the patterns you created. So what we want to do is continue on that theory a bit, but this time look at the five habits that are involved mean that helping you set a good framework within your subconscious mind. So we'll have a look at the five habits, but firstly, we'll just go back to these principles which are on the next slide.
So this is my matrix of seven principles at 7 levels.
What we said last time we can get out of control, we can go into too much fight flight freeze. When that happens, we drop down to level one and two. So it's called a false negative or a false positive because it's generated to keep us as a defence mechanism and there'll be a lot of defence mechanisms that come out of the false negatives and false positives. So we're always trying to keep ourselves on levels 3, 4 and 5, that is in the first column we have trust, trust fails, we go down to fear. We get our courage back by moving to level 4 and then rebuilding trust. And so we're going through these cycles of normality.
In the case of the next column with anger, we build up our assertiveness and get back our respect. If we lose it. So in order to be able to keep ourselves at level 3-4 and five.
I've developed these 5 rules.
And we'll have a look at the at the five rules now in the next slide.
So it says how to create a good habit and not a bad one.
These five rules come in pairs.
The first pair is influence versus concern.
Control versus responsibility. Support versus challenge. Behaviour versus the person and inside versus outside.
So if you can follow the rules the correct way, then you'll build a good habit. If you follow the rules the wrong way, you'll end up with a bad habit and so that can lead to frustration and anger and anxiety. If it's a bad habit, because it'll sit in the subconscious mind and get activated every time there's a trigger.
So we'll have a look at the first slide, influence versus concern.
My definition of this is influence means I can do something about it.
And concern means I can do nothing about it.
So if I can do nothing about it.
My logical brain tells me I should just unconditionally accept it, otherwise I'll go on to ruminating over it, trying to fix it, but by definition I can't fix it. So all that'll develop into me is frustration and anxiety. So the idea is always to focus on influence, not on concern.
And I started off by talking about this time. Time is a very interesting concept and if we have a look at time as related to influence versus concern, we can see that in the next slide.
So if we think about influence versus concern and look at the past, then the rule is the past is only for knowledge.
Once you've got all the knowledge about the past, you shouldn't go over the past because there's nothing to gain. You know, other than maybe concern.
Because if you don't, you end up being an if only person. If only if only. The problem is that your left brain is in time order.
But your right brain, your subconscious, is in emotional order, and it's in emotional order because.
Of the works that Ian McGilchrist put out in his book in 2021, The Matter of Things he talked about the left and right hemispheres. But the purpose of the left hemisphere is to hunt for food, for the last 300,000 years, since we've been homo sapiens, the purpose of the right hemisphere is to keep you safe.
And the right hemisphere controls most of your body, so your body is always concerned with safety, so it's always concerned with assessing risks. It's driven by fear to keep you safe. The left hemisphere is driven by greed to find food, but once you've found food, it can then want more. It can want power and it can want profit in terms of it can be overly materialistic and that's why it's called the ego Freud called it the ego because it's driven by greed for more.
Because the past is only for knowledge. If you go over it too much, as if only your right brain will start worrying about it, thinking there's a problem.
Because it's assessing the conscious thoughts that are happening, and so you're liable to go into depression.
In terms of the future, the future is only for planning.
Be if you don't have a plan, and have a goal, you'll like a cork on the ocean. Whichever way the wind and the tide blows. That's where you'll end up. So you're looking to have a plan, and that's the purpose. That's your influence. Having a plan and working out where you're going. But if you then start doing too many what ifs. Yeah, but what if this goes wrong? What if that goes wrong?
If your conscious mind keeps going over, what ifs, your subconscious mind gets very scared and fearful and develops anxiety.
And some people flip between if only and what if. So they're moving between depression and anxiety, but the purpose is to stay in the present.
Use your logic. Focus on principles and focus on influence and not concern. Because you're always in the now you're never in the future or in the past, so that's the purpose of the first rule, influence versus concern.
We will have a look at the second rule.
Which is control versus responsibility.
So a person can have obviously high and low control and high and low responsibility.
In this in this box you can say that the four states you could be in if you're in a low control and low responsibility.
What your body seems to do is so you just can't give up control and responsibility when you drop to a certain level.
Then what will happen? Your body will think it's not safe and it and it'll go into a freeze or depressed state because it doesn't think it's safe enough to find food because it doesn't want to go out and find food, so it doesn't want to get out into the community or out into the environment. So you end up in a depressed state if control and responsibility are too low.
Obviously, if control goes too high and you haven't got enough responsibility to apply to it. You could easily move into being abusive and have excessive anger and be a controlling person.
Likewise, if your responsibility goes too high, down in the right hand box down the bottom, and you haven't got enough control, that means you haven't got enough resources, or you haven't got enough time, you'll get anxiety.
And obviously in a normal range person they experience all those things. Everyone experiences all those four conditions, but hopefully not to the extreme level. Ideally, you'd have high performance where you have high control and high responsibility, but that uses a lot of energy. So you can only do that for peak periods. High control and high responsibility.
There's two types of perfectionists I've found in counselling a lot of people.
This perfectionism, where a person wants to get the answer right just through their heart, their high standards, and that's quite valid and a positive trait to have. But there's other people who chase perfectionism to get acceptance, and therefore it too, creates a lot of stress in itself, so overly responsible with perfectionism, because you're always looking for 100% creates stress.
So control and responsibility should be kept in balance. That's the rule.
We'll go on and have a look at the next slide.
Person versus behaviour. We'll look at that one first.
This rule is very difficult to follow by a lot of people.
And what it says is when things are positive, they're personal.
That means I give you trust, respect, acceptance and commitment, and I get back trust, respect, acceptance and commitment because things are positive and they're personal.
But as soon as they turn negative, then they should be treated as behaviour.
The reason we do that is your brain has been programmed for 300,000 years to assume that an emotional threat will lead to a physical threat for most of the 300,000 years we've been on this planet as Homo sapiens, if we heard the roar of a tiger, there was normally a tiger there and so there was always a physical threat following an emotional threat. So your system would go into fight flight freeze.
In parts of the world today that's just as relevant because there's a lot of unsafe places to be in the world today. So you still need this ability to go into fight flight freeze. But if you're sitting in your office, how many times have you been physically attacked since you've been working in an office? But your brain's still predicting every time there's an emotional threat some sort of stress your brain will predict that that some sort of physical threat's going to follow and you'll move too heavily into fight flight. Freeze.

So the rule is when things are positive, they're personal, but when they're negative they’re behaviour, it's just the process. It's not taken personally. It's just a process.
And therefore what happens is everyone makes mistakes, so you make mistakes you should feel guilty. But then the next step is you should exercise self-control and commit.
It's like the five year old riding a bike with a group of friends and they're riding along and they don't see the pothole and they fall off, hit the pothole, fall off the bike.
They've got two choices. They can feel guilty and so, oh, nobody else saw the pothole there. They missed it. But I didn't see it. Therefore I've made a mistake.
I'll use self-control. I'll get up back on my bike and ride it and watch next time where I'm going. Whereas if you took things negatively and personally.
And you've lost respect or trust.
And you become fearful of losing control.
You could then say I now feel shame. I am a failure. I'm never going to get back on my bike because I blame myself and therefore the way to stay safe is to avoid or attack and blame somebody else for the hole in the ground.
So if you take negative things personally, you can often lead from guilt, which is a process of fixing things to shame where it's a process of blaming somebody or something. I either blame myself, I blame others, or I blame life.
And so the rule is mistakes, guilt, self-control, commitment, fix the problem, take negative things behaviourally not personally.
And so that's a positive personal negative behaviour.
So if we have a look at the next slide.
What I've done is a way of an example I've used my Level three, four and five and talked about principles and you can sort of imagine me as one of three people. I could be your manager, or I could be your father, or I could be your partner, but you imagine me as any one of those three. Probably not many as your partner, but maybe your father.
So you can take things positive and personally or negative and behavioural. That's the blue or the green. But let's say you take negative things personally.
And I'm your father or your manager.
And I've employed you. Somebody's given me to look after you.
And I really am a negative and personal person, so I don't give you anything to do. So you sit there for months doing nothing and eventually you're right down the bottom. You're feeling despair and hopelessness.
Then I say, oh, I could use you. I can get you to clean all the toilets, but because you're not employed as a toilet cleaner.
Everyone starts abusing you and ridiculing you. But I don't do anything about it because I don't care. And so you start to get, feel shame and panic. You start to feel rejected.
Now you can start to get rage and paranoid fear. You don't want to come and work for me because this is who I am. I'm a negative and personal person.
Let's say I'm a bit different now. I change a bit. I'm now negative and behavioural person.
So they're just right down the bottom the despair becomes boredom. The hopelessness becomes confusion. The shame becomes guilt. The panic becomes anxiousness, and we all know these are normal reactions, but they wouldn't be good if I was delivering to you all the time. Everything was negative and behavioural. But that's what it would feel like. You'd have boredom and guilt and anxiousness and anger and fear when you're around me, because all I'm giving you is negative and behavioural.
And if I gave you a positive and behavioural, I'd find some work for you to do, I'd create action, I'd be patient. I teach you self-control. I be calm with you, I'd evaluate your performance. I'll be assertive with you. Not angry because that's behavioural, and positive and I'll show you courage. But if I was a positive and personal person all the time. It's not practical, but if I was, I'd care about you. I'd have empathy for you.
I'd show you compassion. I'd commit to you and find you interesting work. I'd accept that you have weaknesses. I'd respect you as a person. And I'll trust that you'll do the right thing. So you ask yourself, do you want to live in a positive personal environment or negative personal environment?
Which environment do you want now? It's not practical to live in a positive personal environment all the time. You will drop down to negative and behaviour, but you're trying to quickly move out of that to positive behaviour. That's the theory of positive there and you do it through support versus challenge. You don't challenge somebody without giving them support. They need support.
Look at the next the next rule.
The next rule is inside versus outside.
When I worked at a drug and alcohol centre back in 2006, that was my first counselling role.
After I qualified as a Master of Arts and Counselling because I've been an accountant for about 35 years.
There was 5 million of drug and alcohol centre and when I'd ask them and some of them have been alcoholics for 40 years, and I'd say to them why did you start taking alcohol at the start and after talking to a lot of them originally alcohol was for courage, was courage because of either three reasons.
The first reason they couldn't socialise with women.
So they need to drink alcohol to give them courage to socialise and mix with society. Secondly, they didn't have enough courage to stand up to bullies in their life, either parents or their father or someone at school, so they drink alcohol and they want to fight.
There'd be others who get overwhelmed with life.
And rather than alcohol being a stimulant for courage, it was a depressant for avoidance. And they’d binge drink and they drink and then they wouldn't have to worry about any of their problems because it'll all go away in the short term of alcoholism. So alcohol was going outside yourself for courage.
People go outside themselves when they've got low self esteem and don't feel accepted and do people pleasing.
And they'll keep saying yes to everything, not because they want to, but they need acceptance.
But you never go outside yourself looking for acceptance. You find it inside yourself.
And as I said earlier, sometimes people go outside perfectionism, perfection isn’t always bad. If you're doing it to get high level behaviour performance, then it's good. But if you're doing it for acceptance or to feel in control, it's not a good thing to do because you should be finding acceptance inside yourself, not outside yourself.
And people who normally use anger.
If you talk about anger, but really anger is a normal emotion. It's what happens after anger. The normal cycle is, I'm getting frustrated with you, because you're not respecting me, so it starts off you're not respecting me. I'm getting frustrated with you. I'm getting angry at you. And then you go to the behaviour and be assertive and fix the problem or you become personal and abusive and attack the person.
So it's because when you lose respect or trust or control, sometimes you use anger at the person out of your frustration that you don't know how to fix the problem.
Because if you know how to fix the problem, you'll fix the problem. If you don't know how to fix the problem, you'll go for the person.
And so when I'm teaching a lot of men who've come for anger management, because probably 70% of my clients are mandated to see me for domestic violence and criminal assaults.
But there's fifteen types of anger.
And the two types of anger that they have most is explosive anger. That's where the energy comes up too quickly from their body and the time it hits their consciousness,
their conscious mind can't control it.
And the second type of anger that you find in high level domestic violence is revengeful for anger. That is, I'm going to hurt you more than you hurt me.
So if you've got explosive anger and revengeful of anger, it often leads to domestic violence in the experience I've had with people who commit domestic violence. So anger is a normal emotion. We talk about anger management. That's why people come to me. But it's really rage management, not anger management.
But it's just a word which people think anger is bad, but it's a defence mechanism. Fears is the attack anger is the defence.
Sadness is the hurt for being attacked and happy is when you fixed it. So these are the four basic emotions that at the bottom of your nervous system, fight, flight. Freeze, calm.
Fear, anger, sad, happy. A three-year old can identify those four emotions.
That happen, but we've got 200 emotions and they developed a lot later in life. So if you want to have a lot of emotional awareness.
They probably get developed between, they say in a book How Emotions Were Made, it takes between the age of normally 15 to 27 before you can develop a full range of 200 plus emotions and know how to use them.
But you start off with the four basic fear, anger, sad, happy.
We'll move on and have a look at the next slide.
One of the questions I've got is how do we control stress?
Because that was one of the four elements in the topic. Stress occurs down at the at the gut level.
Where you're trying to control the fight flight freeze response.
And there's an intersecting of four things happening. There's your core belief. What do you believe should be happening at the moment? That is. Oh, if you believe I haven't got enough resources at the moment and I'm entitled to them then that core belief is going to put pressure on your senses on your energy and generate negative energy. I should have more resources than what I've got.
And then your vagal break keeps that under control. Your vagal break, which holds down your heart rate to a manageable level. And so you've got a core belief saying I need more resources, it's generating negative feelings or senses in your body, negative energy, and therefore it's got to be controlled by your impulse control and your impulse controls the amount of self-control, carriage patience, persistence, calmness.
Stress occurs when a situation arises which causes a conflict between your core beliefs, your body senses, and your impulse control.
At this stage it hasn't come up and created a thought or an emotion. It's just stress that you can feel building up. If that creates a thought, then that'll create an emotional response.
And then you'll know why you're feeling stressed. But sometimes stress can just slowly, like boiling a frog in a pot, you know you gradually turn up the heat, the stress rises, it gradually appears. But for some people that can appear very quickly as a thought and therefore as an emotion.
And so in terms of trying to control stress.
We'll have a look at the next slide.
And it's going back to what we started looking at. We're trying to strengthen the subconscious mind by creating a new prediction. So in the first session I gave people that exercise to try stop, find calm, big picture because it's a mantra with a visualisation which causes an intervention between your pattern matches and prediction. Therefore it goes around, creates different type of energy and a different type of behaviour.
So here in controlling stress, we'll look at a different technique today to control stress.
We'll go on to the next slide.
And so it's back again looking at challenge versus support. We're looking for more support within our system because the more support we've got then our performance can rise. If we've got low support therefore we can only accept a low challenge. But if we can raise the support, we can accept more challenge and be more effective in the in the workplace.
So what we'll have a look at is how do we raise, or how do we keep our vagal tone on but increase our support within inside ourselves? And so we'll have a look at the next slide.
And so the technique you use is called this. Who am I now? I used to ask to hundreds of people just this question. Ask yourself this question. Who am I? And tell me.
If you think about that for 10 seconds, who am I?
And answer that. I get a lot of different answers so you could be anything. You know people will talk about their personalities, some people will talk about their relationships as a family, relationships. Some people talk about their personal qualities. They talk about different things. When they first think of who am I?
But if you want to get focused and this is what I'm going to say now is in relation to one of the questions that I was asked that from last session is how do I stay focused? How does a high performance person stay focused and how do they stop procrastinating? Well what you ask yourself is who am I now?
So just take for example, a lot of people use lists.

At the start of the day, they'll make a list out of everything they have to do today. What is the purpose of a list?
Well, you might think it's everything I have to do for the day, and that's partly true.
But really, the purpose of a list is to give you your next priority. That's all it is.
So the purpose of the list is to do the first thing on the list.
And you focus on that by saying, who am I now to do that this, that first thing, who am I?
So you stay focused on it because it could quite easily be, your manager comes in 10 minutes after you start today and say we've got a new priority.
Forget the your list. This is what we have to do today. Now, if you're going to still focus on your list, you're going to get stress and anxiety because you know those things were urgent. They have to be done sometime, but influence versus concern. I can't do them. All I have is influence. All I can do is the first thing on the list. So I focus on who am I now?
What do I want and how do I get it? You should always know who you are now and what you want. You may not know how to get it because you might not have enough resources or enough knowledge or experience or time, but you should always know who am I now and what do I want?
If we were to say you go into a meeting at 9:00 AM in the morning.
And it was a complete disaster. People were out of control. Nobody was being effective at all. And you leave that meeting and go to another meeting with a different set of people with a different goal. You reset yourself. Who am I now? If I was an IT specialist and I've just come out of that meeting, I reset myself. Who am I now? I'm still an IT specialist.
What do I want? I want to deal with this goal in this place. Forget what happened 5 minutes ago. It's not relevant, it's concern, but it's not an influence. If you're going to start thinking about it and carrying it over, then it's going to affect your next meeting.
Ask yourself, who am I now? And if you get into a habit of asking yourself, who am I now and what do I want? You don't waste a lot of energy on negative. Which means you can be far more persistent and your stock procrastinating.
Because it's very easy to procrastinate and mind wander in a study which is done on 15,000 people across 83 professions, it was a measure on happiness and they’d ring you up twice a day and say, what are you doing and how happy are you?
And whether they're at work or at home, 45% of all people were mind wandering and unhappy 45% of the time. Across the whole 15,000 across 83 occupations.
People might wonder. Why do you mind wander?
For a start using your left brain uses a lot of energy and your body, it's been programmed for 300,000 years to save energy, so if your body decides, your brain decides that this is a waste of energy listening to me, you'll go into mind wandering and you won't be concentrating. You'll be mind wandering because your brain will then save energy because it takes a lot of energy to do left brain concentrating, learning things.
And so that's how your brain works.
It's hard to stop at mind wandering, but if you're going to waste time going over the past we're going to go do a lot more mind wandering, and you're not going to be nearly as effective as what you could be. So this is the technique. Who am I now? What do I want? And how do I get it?
And once again in summary.
You use this technique by building up good core values, good core beliefs based on good habits and what I'm saying in this 21st century, you should build them on principle.
So the top spiritual principles, see I call them spiritual, but they're just the top principles, is unconditional acceptance when you've got a problem and it's and it's concern, you just unconditionally accept it.
If you're suffering, you've got two choices in life, you suffer and blame, or you suffer and grow. That's what Victor Frankel wrote about when he came out of the German concentration camp.
There’s purpose in suffering, but you don't see it when you're in the middle of suffering, but if you can recognise your suffer so when you've got fear, you suffer and grow courage. When you you've got whatever it is, anxiousness,
you grow patience and develop calmness. You got a choice in life.
To suffer and grow or suffer and blame.

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People might come to me in a wheelchair. They were made paraplegic yesterday and they say to me, oh, that's very simple for you to say, suffer and grow. Look at you. You're sitting there. You're all right. I'm in a wheelchair. But what I'd say to you is it doesn't matter what the situation. This is the best advice I can give you.
This is your best advice. Suffer and blame or suffer and go with it's your choice. I'm. I'm not going to make the choice for you. Obviously you can't. But it's your choice.
That is a very hard thing to do, suffer and grow all the time.
But it's the principle.
Of suffering.
And same as forgiveness. See, to forgiven. To forgive someone. You've got to split the person from the behaviour. You forgive the person, not their behaviour. That's why you have rules, boundaries and consequences. That's why you have a job description and policies and procedures. Because.
You stick to the behaviour. You don't attack the person.
Therefore, you can forgive the person by forgiving the person, but not their behaviour.
You just have to improve your behaviour.
So that's because. But if you can't split the person from the behaviour, then as I said, positive person or negative behaviour, if you make it negative and personal, you won't be able to forgive and the person feels you, don't trust them, you don't respect them, you don't accept them and you don't commit to them.
They're the four principles of relationships.
And so.
That's what I'm trying to teach principals as the basis of building your core beliefs as the basis of getting better performance out of yourself.
Following a higher level principles.
And all the narcissists need to learn humility to come back to reality. Stop being so self centred and self, entitled and greedy and living in a fantasy world. They need humility.
But they can. They can look at humility, but they can't see it.
That in they need to come back to reality. Back to you. They need to humble themselves.
So you need forgiveness. You need suffering. You need self-control. You need unconditional giving. You have to give trust, respect, acceptance and commitment unconditionally. Now, that is, that can be very high risk. Taking your own personal self, right?
Over the long run it will give you the best result in the short run it might not.
So.
That's about a summary of today's presentation.

 **Anne Walters**
Thank you so much, Robert.
Really very insightful talk. I've taken quite a few notes. Very helpful. Thank you very much.

 **Robert McInnes**
OK.

 **Anne Walters**
I am going to open up to any questions that anyone might have. Fantastic Mike. Great to have you on board.

 **mike**
Ah, well, nice to be here. Congratulations on the presentation. I'm going to go out in the limb and just say that's the best bloody presentation I've heard for a very, very, very long time. And I don't know how many I have presentations. I have to suffer my way through in a year, but that is an absolute standard. I'd love a recording. And I'd I'd like to be able to share it with people if I if I may.
Hey, I know it's this meeting's not intended to be recorded and shared, but I think it's far too valuable to let gather dust on the shelf and I can't help but think, Robert. Perhaps you've been following me around for the last couple of years, taking notes and using me as a as a as a as a shadow for your presentation. But it was highly valuable to me. Thank you very much.

 **Robert McInnes**
Yeah. Well, I think I must have been following you around doing it for myself.

 **Anne Walters**
Actually, for the comments, Mark, actually the presentation is being recorded and it will be available on the napkin website. So you absolutely can share it with people as well. Thank you.
Do you have any other comments or questions?
And feel free to put it in the chat if you feel uncomfortable.
See, Joey has asked about the.
Recording so you see recording will be available. Any other questions?
Robert, I have a question. While others are thinking of theirs. You mentioned at the end there about unconditional giving and I'm just really interested in how you would how you recommend that people do give unconditionally because that is quite a challenging thing to do.

 **Robert McInnes**
OK.
Yes, I suppose.
It is because it puts you at risk if you give unconditionally, so you have to feel very secure of yourself to do it.
Because you can get hurt. Obviously people will take advantage of you, but it is the quickest way to grow. I suppose. If you look at a situation.
If I answer this, I'll be talking about my next week's presentation, so I don't want to give you too many clues, but.
Yes, you.
It's just the fastest way to learn because we're all born to grow, you know, but the quickest way to grow is to grow principles is to give them out. Because what you give out, you get back, you know, you know that life, but sometimes it doesn't come back at the same time, it doesn't come back in the format you want it. But over the long term.
A person is going to believe in principles is going to do this, but they've got to have a, probably an optimistic.
States a lot.
And I would say I'm probably overly optimistic, but.
But that so?
Yeah, I advocate giving unconditional giving.
But you have to have rules, boundaries and consequences in place if you're going to do it. So as soon as it breaks those you, you immediately put in a rule boundary and consequence. So for instance.
It's not totally the same thing, but if I if I if I'm prepared to talk to you on the phone and you start swearing at me.
Then I could cut you off straight away.
And.
And you'd be very upset because I've taken control over you because I've taken control over you by hanging up what I should do is say to you, Anne, if you're going to swear at me again, I'm going to hang up. So I take the risk of giving you back with. So I'm give. I'm trusting you. That you're going to do the right thing.
And I give you control and responsibility back. So you're now hanging on to control and responsibility. So if you swear at me again, I'll hang up.
But I know that's the consequences, but I took a trust and I gave you a warning that you didn't have. You had control and you had responsibility, but you didn't act on it. So, Michael, I'll hang up on you.
So you have to have good rules, boundaries and consequences if you're going to give unconditional trust or respect or acceptance of God.

 **mike**
Fabulous. Thanks, Robert. I see Mike's got his hand up again and then we also have a question and chat after that. Yeah, sorry, I I wouldn't have spoken twice, but no one else has their hand up. So I wasn't going to waste the opportunity chair. Thank you.
Robert, one of the things that occurred to me while you were speaking is the different thresholds that people have and so.
I myself I think I have quite a broad threshold in that I can I can take a fair bit of abuse over the phone from people and not carry it.
You harshly, but I can probably also dish it out as well.
Where someone like my, my dear wife, if she was here today sharing service with me, which she's not so I can speak freely. If she was here, she has a she has a much lower threshold for taking.
Using the word abuse, but there's a better word for it, you know, negative emotion off people. And then she also not comfortable in in giving that out. So she has A and she's sort of the Canary in the coal mine in this house.
Have sort of you know what's probably acceptable and what's not where me and the kids have probably got a bigger spectrum or a bigger threshold in what we're prepared to tolerate and so.
I noticed it in groups, you know, certain people sort of, you know, want to want to sort of stick right to the centre and other people have got more gift either way.
And that creates a different perspective. Are you able to shine any light on on what goes into that? I imagine experience and personality and your childhood sort of.
He's a part of what creates a different sort of threshold of tolerance. But is there anything else?

 **Robert McInnes**
Yes, well it is basically your personality style and your environment that creates that.
And I'll probably talk about that next week if I talk about, say, even if I look at something like Myers Briggs of why is somebody an introvert versus an extrovert? I could talk about that if that people are interested in that, what that means next week. But what I will tell you Mike is that.
If you pick someone like you've picked your wife.

 **mike**
Yeah.

 **Robert McInnes**
You've picked within 5 minutes of meeting her. You would have picked her to fix your unresolved issues and she would have picked you to fix your unresolved issues. So she needs to learn a bit from you about how to speak up and stand up for herself. And you need to learn from her to back off a bit and calm down a bit. And if you both move towards the middle, then you're better as a couple than you were as individuals.
And you're and your kids will be better than you.
And you what? And the bloodline will continue for another 6,000,000 years, as it always has.

 **mike**
I'm convinced you've been following me around, Robert.

 **Robert McInnes**
So.

 **Anne Walters**
Thank you so much, Mike for the question. Robert, in the chat Samantha has asked, can anyone really truly change childhood programming and core beliefs?

 **Robert McInnes**
Yes. Well, I wouldn't be cancelling it, but I didn't think that was the truth. But I can only get back to their basic core personality. You can't change your basic core personality, but you can you can deal with what I call your shadow, which is where you've taken negative things personally.
Not because you sometimes you created it yourself, but a lot of most cases when you're a child, somebody's done it to you. So it's created a false negative and a false positive.
And that might be your trauma or your anxiety. That can certainly be changed because it's false. That's why I call it a false negative. It's at level one and two. So if you're feeling hopeless or anxiety or depressed or traumatised, then all those things can change because they're false. They're not your real self.
So you can only be a Real Salt. You can't change your Real Salt, which is your personality and your limitations of your abilities.
But you can get rid of your false positives and false negatives, so a narcissist can change, but they're very hard to change. I'll tell you, I've seen a lot of them in my 3 1/2 thousand clients because I'm dealing with anger management. They can change, but most of them don't want to change, but they could change if they wanted to.

 **Anne Walters**
Thanks, Robert. I'm going to ask a follow up question on that and ask why people don't want to change. What do you usually come across?

 **Robert McInnes**
It's fear. So Anastasia, for example, has got some default at the bottom level. One say a fear of something of failure. So they create round it, a false positive, which is an outer circle of bravado or false confidence, or false something to protect. And they're fearful that if they gave up the false confidence.
They'd be exposed their vulnerability, and they don't want it exposed. That's what an ego does, see.
And there you go, covers up your weakness. Your conscience tries to protect you. Your conscience tells you what to do.
If you've got something happen to you and you don't want it exposed, you'll cover it up with a false positive and people are fearful. That's the main reason people are fearful of change, but the IT might be worse than what it presently is.

 **Anne Walters**
Robert, can I just follow on with that and ask then I would think that that's not just specific to narcissist, but people in general, yes. So if you're fearful about something, you'll create a false positive. Yeah. OK, interesting.

 **Robert McInnes**
OK. Thank you.
Everyone, everyone has false positives. You know, you'd have to be a pretty high level person to have known false negatives or false positives.

 **Anne Walters**
Testing.

 **Robert McInnes**
But so a lot of workaholics are false positive because they don't want to be home because it's negative. So they convince themselves that works more important and they stay at work all the time.

 **Anne Walters**
That's a really interesting 1, Robert. I wonder if maybe in the next session you'd be willing to talk a bit about how people uncover those that honesty, how do you actually find that honesty?

 **Robert McInnes**
OK. I'll talk about that, yeah.

 **Anne Walters**
OK, I can't see any other questions. Any other hands or anything else in the chat. So I on that note, I might just point you to our attention to the feedback survey that has been put up by Chantelle, the lovely Chantelle. Thanks so much for driving today's session. Chantelle, if you could spend a moment just filling out that survey for us, giving us some feedback on the session and perhaps what you'd also like to see.
Leanne has very hopefully added and how you can undo them.
Exactly. And I just wonder if you mean undo. Could you just give us a bit more detail on what you would like Robert to talk about in terms of undo doing them? And Wendy has also asked if Robert next session, you could talk about how you deal with self sabotaging behaviours. Is this something for next time? So yes, perhaps next time you could talk about self sabotaging behaviours as well, how you find the route of honesty and I'll just get lean to.
Elaborate a little on your question. The false positive positives and false negatives. OK, how do you undo false positives and false negatives in the next session, Robert?

 **Robert McInnes**
Yes.

 **Anne Walters**
Thank you.

 **Robert McInnes**
I'll yeah, I'll. I can. Yeah, I'll give the answers to those questions. Yes, certainly.

 **Anne Walters**
Right. If there's any other suggestions for the next session, please feel free to put them in the chat there. Otherwise we will be sending out a an invite for the next session on the 25th of October very shortly for you to join us again. It's fantastic to see so many of you online today. Thank you so much for your time and have a lovely weekend.

 **Robert McInnes**
Thank you.