**Robert McInnes 3 Transcript**

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 **Anne Walters**
Robert has quite a full agenda for us today which I’m very excited about. A lot of today’s content is based on the questions you came up with in our previous sessions as well as the feedback we received from the survey. I’m not going to spend a lot of time introducing Robert, a lot of you will have met him in previous sessions. I will

start today's session by acknowledging the traditional owners of the land on which we meet today, which for me is the Larrakia people.
I'd like to pay my respects to elders, past and present.
Just for information so that people are aware we will be recording today's session and the sessions will be available at a later date on the NAPCaRN website. So if you are interested in having a look at these sessions again or if you'd like to send them on to your colleagues or friends, please feel free to do that. They will be publicly available, but they may just take a little bit of time for us to get them up with the editing and transcripts that need to be developed as part of that process.
But if you can just be patient, they certainly will be available to you. OK, so without any further ado, I'm going to introduce and hand over to Robert for the session. Thanks so much, Robert.

 **Robert McInnes**
OK. Thanks Anne for the introduction and welcome to everyone.
We'll just have a look at our first slide, which is the introduction.

Session 3 still on the topic of frustration, stress, anxiety and anger, and we're looking at finding the cause and addressing it.
One of the first questions was can I reintroduce the previous session so I'm not going to talk a lot about it because obviously we covered it in session 2, but I'll just look at it at a slightly different way.
The five rules to create a good habit is influence versus concern, control and responsibility, support and challenge, behaviour versus the person and inside versus outside.
So I'll look at those five things in relation to my matrix, which so we'll move on to the next slide and actually have a look at the matrix.
So this is the matrix which are been referring to in the previous two sessions. It's a 7 level matrix and it's got 7 principles at each level.
And so if we look at the concept of influence versus concern.
If somebody's got a lot of influence, they'll use their level 7 principles to control their thinking at level 6, so they'll be guided through their spiritual side, or the higher principles to guide your thinking. So it's the right brain supporting the left brain logic which is at level 6.
And that will help them dress levels three, four and five if they've got influence. If they've got concern, they'll probably start back at level 3.
But if the concern gets out of control and they lose control, then the concern will drop down to level 1.
And then they’ll have greater concerns and obviously a lot negative emotions and feelings. So they'll cover that up with what I call a false positive. It's covered up with a false positive and we'll talk about how that works later. When you've got control and responsibility, it's the same process while they're balanced control and responsibility.
will be at the top levels, but if you get too controlling, you tend to drop down to level 2 and you might be in the second column where you're full of conceit. That means I'm right, you're wrong, and it's based on false self-confidence, delusion, and it's where somebody comes very controlling without responsibility. If they have all responsibility and no control then they probably drop right back to level 1 again.
On the support versus challenge, it's the same thing. While it's balanced, you're in control, you're getting enough support to do the job, and you've got enough control to do the job. So support and challenge is balanced. But once again, if you're overly supported, you drop down to level 2 because whatever you want you get, everyone praises you. Nobody ever criticises you and you end up working heading towards that narcissistic view because you're 100% supported and never challenged. If it's the reverse, you're 100% challenged and never supported once again, you'll drop down to level 1.
And so one of the key things is behaviour versus person that we mentioned last time. But when things are personal, they're on level 5, positive and personal. Therefore, there's trust, respect, acceptance and commitment at level 5, when things are positive and personal. But when they're negative, they should be behavioural, which means they just drop down a level from your heart down to your gut. So your gut principles are courage, self-control, calmness, patience. But if you get out of balance and it's negative and personal.
Then you drop down to level 1 again.
You can use the rules the correct way to get out of level one and two and back higher up to the principles.
So that's just briefly talking about the rules.
The second question which I didn't have an answer to was I did meditation on how to shut up the monkey brain. In my first session I talked about using the stop, find calm, big picture and that will transfer you out of fight flight freezing to calm, but as a counsellor, I don't actually use guided meditation at all, even though it is very effective for a lot of people. And if you like guided meditation, I recommend you do it. But I haven't got a particular technique about it.
The second part of that question was I'd like to hear a bit more about how to manage anxiety and challenge core beliefs. So what are core beliefs?
Well, core beliefs come from your principles in effect, so you can have a look at any one of those 49 principles that are on that matrix and you can develop a core belief around it. You might look at those and work out what are my core beliefs like if you took the column one right at the top, hope, my life is full of hope. I think my life will go very well and I should be successful.

Or you could do the opposite and go to column five, right down to the bottom level and say life is hopeless. My core belief is I'm never going to be successful of anything. I'm never going to achieve anything in life. So you can do that with every principle.
That the truth, you know, everyone will have a different definition of what their core value is because everyone's different and cultures are different.
But everyone will have a core value made-up of certain principles. So you look at those principles and you say, OK, what are my ideal core values taken from those principles and how do I compare to that? Where am I different? Where do I need to make changes and when you go about making changes, you're using the seven principles at the top, and so you're using unconditional acceptance, gratitude, humility, forgiveness, and suffering. And we'll talk about those a little bit later. So this is what core beliefs are the challenging ones are ones where you don't feel your current core beliefs match the core beliefs you want to have in your life.
And so you can move up the matrix by going to the next level. And as we've said, the top seven principles are colour coded, so if you had a look at for instance column five at the top humility, then if you're being overly supported and you're full of fantasy and conceit, you need humility. You need to humble yourself to bring yourself back to reality.
So if your core belief was around false positive. Then you firstly have to start with humility, and it just works the same way through the system.
So that was a little bit about core beliefs.
Next question was some applied examples of how this knowledge or understanding of self has been or can be used in the workplace or home. So we're talking here about the total self. I'll talk later about the three selves, but here in the next few slides I'll have a look at the total self and I'll relate it to the workplace and to home.
I'll use the positive examples for the workplace and the negative examples for home just to use as an example. So if we go on to the next slide.

 **Anne Walters**
Oh geez, Robert. My computer just froze for a moment. I'll just share again.

 **Robert McInnes**
OK, it's an invisible slide.

Everyone can see it.
A Myers Briggs personality test will tell you something about yourself as a whole person but it doesn't tell you whether it's positive or negative in the initial Myers Briggs, it just had these 16 different combinations.
The two opposites are ISTJ versus ENFP. So in a workplace, for instance, if you're an introverted person, that means you're a monologue person. You can work things out in your own head whereas an extroverted person who is a dialogue person who needs to talk to other people to help them get answers. They don't have to be told what the answers are, but through the process of talking, they actually create answers. Whereas an introverted personal as a monologue, they'll do it with inside themselves. So they don't need to talk to people. So if you're an introverted person.
And your boss is extroverted, your boss will be coming out talking to you all the time.
And you'll be thinking, just go away. Leave me alone. Let me do my job. And that's one of the results.
If you're an S versus an N, if you're a sensing person and I'm using these on the extremes because normally most people can switch between both sides to a degree, but they tend to be more one or the other. But if you're extremes of them and you're a sensing person, you'll be saying unless I can see it and smell it and touch it and taste it. I don't believe it. Whereas the intuitive person will be saying I don't need to see it, smell it taste, I just know it.
So some people will be talking. They just feel things are right or they know things aren't right, but to let somebody else they'll think. Nah, I can't accept that. You've got to prove it to me.
And then you get the thinking feeling people and they tend to be the left brain thinkers and the right brain feelers.
If you're have a very strong team and you'll say working in project management, you'll want to come up with the most efficient programme to solve the problem. If you're a feeling person, you want the programme to be the most practical for the users, so the people using it get the best results.
So you can get a conflict there with somebody looking at how's this going to affect the people that you users and the other person just wanting the most efficient practical programme so you can get differences between thinking and feeling.
And then you can get judging and perception differences. Somebody likes certainty. They're working on a project they don't want to be taken off it, they want to just continue the project or work during the day. They want to know what's required of them and what they have to do next. And they like that. Whereas somebody else with spontaneity, provided they're not under stress or too much pressure. They don't mind the rules changing or being taken off that job and put on to something different, they can handle that.
So they they're spontaneity to change is a lot different to someone who's a judging personality. So you can see if you did the test you might be.
Different combinations of ISTJ and ENFP, but ISTJ tend to be more left brain logical, word based thinkers and the right brain tend to be more creative, imaginative people centred thinkers and so you can get those differences in the workplace. Now what Myers Biggs introduced was because it doesn't tell you whether you're positive or negative or how well you do that. They introduced A and T.
A is assertive and T is for turbulent. Whether you are anxious in any one of those combinations above, so we'll have a look at the next slide about what it says about assertiveness.
And it simply says that what you'd expect it to say. An assertive person is emotionally stable. Deals with stress, really feels depressed, doesn't worry much, and it's very relaxed.
And so if you did that score, you might be a strong A or just a moderate A or you might be on the next slide which is a turbulent person, so you experience a lot of stress. You worry about many things, you get easily upset. You experience dramatic shifts in mood. You feel anxious, you struggle to bounce back.
And so this then becomes yourself, who you are. You might be a bit turbulent, or you might be a bit assertive, or you might be very assertive or very turbulent.
But that doesn't really tell you much of how you react to people, and so what I've developed is taken the turbulence and built it into 16 different dysfunctional types, so you can get a better understanding of a dysfunctional person who's turbulent, and we'll have a look at that in the next slide.
And so, since somebody asked me for a practical example of this.
I've just made-up something and we'll use a home situation.
And at home, we've got a mother and a father, a daughter and a son.
And the first combination is the father.
He's left brain. That means he's very strong with words, very logical. But over, remember, this is dysfunctional, highly dysfunctional. This is not a normal state. This is highly dysfunctional state. So he's very logical, overly logical, overly controlling. And in this case, we'll say he's overly negative. Therefore, he's going to give very sharp remarks to everyone in the house. He's going to be right all the time and they're going to be wrong.
And he's going to be negatively pointing out everything that's not done to his liking and he's going to be unrelenting in how he does it.
Let's say his partner.
Is a right brain overly responsible, overly positive person.
So, she then it's very emotional compared to his coldness. She's overly responsible, wants to fix everything, a perfectionist, but overly positive. So she thinks everything can be fixed and so what happens is they both move to the false positive stage that who overly positive wants to present to the outside world. This this is a happy family here because that's all she wants to see is happiness, and she is trying desperately to make it a happy family. But she's working against great odds with her overly controlling, overly critical partner.
The daughter she is also left brain logical, but she's overly avoiding with anxiety, a perfectionist but overly negative. She has low self-esteem. She never feels good enough because the standards she sets for herself are too high and so you she's overly negative. I can't reach the standards and I can't be like my mum who seems to be so positive and I can't be like my dad, who keeps telling me I'm doing the wrong thing all the time.
She developed very low self-esteem and very anxious and is always under stress. And then you've got the son in this example.
He's right brained, very emotional. But overly avoidant and overly negative. So he doesn't even want to listen to the father. The father is just too much for him. And the mother puts too much responsibility onto him. And the sister, he just doesn't understand why she is so logical and everything has to be so exact. So he just stays in his room, watches, video games all day and doesn't come out.
And so this is what can happen in understanding yourself, if you are either in a positive state like we saw with Myers Briggs, the ISTJ etcetera, or you're in a negative state, so everyone will drop down to these negative positions from time to time. But if you're there a lot of the time frequently or most of the time, then you've got a serious problem.
We'll move on from those examples and have a look at the next slide and the next question.
So there was two questions actually related to self-sabotage and how to address negative issues.
And the other one was I'm interested in understanding how the subconscious mind sabotages situations and how to control that or reprogram it.
What's interesting, there's a book put out by Martin Seligman, he was president of American Psychological Association, and since the 1960s, for 40 years he would talk about learned hopelessness. And so he would say self-sabotage is learned helplessness. That is, you're brought up in an environment like I'd previously described in the previous slide.
The girl, the daughter and the son, and I've learned helplessness based on their environment and that's what it is, and therefore they keep sabotaging it because they’ll get triggers. The brain does a comparison. Has this happened to me before? Yes. It does a prediction. Will it happen to me again? Yes. And the behaviour is the same. So self-sabotage just continues on.

But then in 2018, after 40 years. Martin Seligman says this was wrong.
He's found the Hope circuit in the brain.
I don't use the brain like Martin Seligman uses it, but this is my version using the three selves to explain what he calls the Hope Circuit. So self-sabotage is true, but it's not the real truth. It is a truth. So what happens is you've got three selves.
At level 6 in out my model, you've got your experience self which is your ego. That's what Freud, the psychologist, Freud used to say it was your ego.
It looks out into the world with your 5 senses evaluating the world you live in, the experiencing self, and as Ian McGilchrist says in his book the left brain is the ego. It's driven by greed to find food.
Once it's found food, it wants power and profit, so it doesn't care. It's driven by greed, and that's controlled by the conscience which Freud called your super ego. But it's really your real self or your conscience, and it tells your ego what to do in your head. It says to your ego. don't do that, do this or stop doing that, do this.
But sometimes you listen to it and sometimes you don't, to your conscience.
Then you've got your remembering self.
Now the remembering self is in your subconscious.
Levels 3,4,5 and 6. It's just your normal experience of life in your remembering self, but at levels one and two, it's called what the psychologist called your shadow.
You got your false negatives and you cover it up with a false positive. Why do you do that? So your false negative is the self, the learned helplessness.
And what happens is the conscience, the real self, attacks it because it actually is an engram. It's a cell in memory with a thought and an emotion attached to it. It's like a cancer cell. The body attacks cancer cells. Well, the real self-conscience attacks the memories that are in the shadow. It takes the false negatives and wants to bring them out into the world because it's based on fear, to stay safe. So it wants these negatives to get out of it. But the ego is working the other way. It doesn't want to be shamed by these false negatives, so it creates a false positive around it. So you've got this battle within yourself between your three self, the experiencing self, the real self and the shadow.
And unless you resolve it, you can never find peace in your gut.
You can never be, and it'll affect your relationships. It'll affect your safety and your security, and it will certainly affect your top four principles of hope, love, peace, joy.
Because hope is a spiritual thing of knowing I'm going to be good. Love is a heart thing, that I'm being supported. Peace is a gut thing, that I feel safe. Enjoy is in your mind that I'm doing good things. But while you've got this shadow there, you can't address your issues and get those four things at the level you're capable of getting them. And so you have to be able to get rid of, firstly, the false positives and the false positives might be, obviously in extremes cases, a person who feels hopeless might start using drugs as a false positive. A person who lacks courage and is fearful might drink alcohol as to come and give them false courage to be abusive and controlling.
A person who's a people pleaser, who lacks self-confidence will then become a false people pleaser to try and buy acceptance from others. So you create these false positives around the false negative, the ego does, to keep you safe and so that's how the three brains work together, so the Hope Circuit really is found in the conscience.
And the conscience is operated at level 7, so it's where you have hope. You know you can get there. You don't know how, but you know you can get there.

You unconditionally give because you're so confident that I can give without being hurt.
You unconditionally accept things because they don't affect you. They're not going to affect me in adversely way.

You have gratitude for what you get. And you forgive you. Split the person from the behaviour. You forgive the person but not the behaviour. You put rules, boundaries and consequences around the behaviour, and you suffer. You don't suffer and blame and create more false negatives, you suffer when you grow patience and persistence and calmness and calmness and self-control and assertiveness.
So you use the principles at the top of the matrix to attack the false negatives and the false positives, and then you're using your real self the right way.
But it takes a lot of courage. It firstly takes awareness. You've got to be aware. Without awareness, nobody can change. But once you've got awareness, you've got to know how to change.
So that's.
It's answering the question about self-sabotage. It is real, but there is a hope circuit, according to Seligman. There is a hope circuit and it resides in your conscience. You've got to use your conscience.
While we're staying there, someone said, how do we be more honest with yourself? Well, the simple answer is to listen to your conscience.
That's where meditation, stop thinking, stop using your left brain ego. Just stop and do nothing and wait for your conscience to talk about it. But you got to have a level of discernment that it's not coming from your shadow. You have to be aware. And so you know, you get a clue if it's coming from your shadow. If it's advice, you wouldn't give your best friend.
But if it's advice, you'd give your best friend, it should be coming from your conscience.
Therefore, you can trust it and you can be honest then with yourself, even though your ego might be working against you because you might have to say something which might bring you shame or blame.
So, to be honest, use your conscience.
So we'll go on and look at the next slide.
So this important message from the last session too was positive personal negative behaviour, so negative behaviour means I made mistakes. I feel guilty. I use self-control and I fixed the problem. I'm operating at levels 4, which is the gap level and I'm in control. But if I drop down and make personal and negative, I get shame, which is at level one, I blame, I then treat myself or the other person as a failure and there's no fix because I'm stuck in my shadow.
So the way out of it is just what I previously said. You use hope at level one. You unconditionally accept that you're in this position, you forgive yourself and you suffer and grow.
So the second part of the question is activating the parasympathetic nervous system and developing self-acceptance.
We will go to the next slide and have a look at that.
So remember in slide one that you've got fight flight freeze and then you've got calm.
The parasympathetic system is where you're in the free state or the best side of it is the calm state, not the fight or flight. If you looked up how to improve your vagus nerve, or improve your vagal tone, you would see many ways to do it on the Internet.
And you can do it with exercise. You can do it with laughter. You can do it with gratitude. You can do it with singing. All those. All those ways. Improve your vagal tone.
But a more left brain way of dealing with it is improve your vagal tone through gratitude. Just having gratitude because gratitude has been shown to be one of the most effective ways of overcoming any negative emotion, just having gratitude.

Some people have a gratitude journal where they write down the end of the day everything they were grateful for.
So we can move on and have a look at the next slide.
The question that went with that was how to evolve into a highly competitive environment as high achievers or people who want to achieve big things, how do we stay focused, stop procrastinating, and keep our mind focused?
See normally when I've been talking about level 5, relationship principles of trust, respect, acceptance and commitment. Those green ones there.
Before you can trust somebody else. You've got to trust yourself.
And the way you trust yourself, no matter what the job is or what the goal is, whether it's at home or work, in order to trust yourself and have respect for yourself, you've got to have knowledge, skill and experience. And there's no shortcut for that. Unfortunately, it takes time and effort to get knowledge, skill, and experience. If you've got no knowledge, skill, and experience, it's very difficult to trust or respect yourself. You go to a level 2 then, and you become in a fantasy and conceited and think you know everything but you don't. You're bluffing your way through life.
So you need to get trust and respect in yourself.

The second part, that is, you've got to accept or commit to the job because you might have all the knowledge, skill, and experience in the world, but you don't really want to be doing that particular job, so you don't accept or commit to it. And if you do accept it and commit to it, you'll follow the rules, the boundaries and the consequences, which means you'll follow in business terms, you'll follow your job description and you'll follow the policies and procedures of the company because you accept and commit to the job. Once you don't accept and commit to the job, you're not that interested in following your job description. All the policies and procedures of the company.
The third element is your core beliefs because you might have all the trust and respect and acceptance and commitment, but you might have a false core belief like I'm no good at this job even though you might have all the knowledge, skill and experience, you might have low self-esteem, I think or something will go wrong or it mightn’t work out and then you've got to go back to the matrix instead and work your core beliefs again and work on them to strengthen your core beliefs.
Because if you've got false core beliefs, negative ones, you put too much pressure on your impulse control, which is your level 4 principles. You're putting too much pressure on your self-control and your patience and your persistence and your assertiveness and your courage because your core beliefs aren't supporting the other aspects of your life, but where you line them all up and you've got a goal, you should be operating at your peak.
But one thing you've got to remember is Matt Killingsworth did a study of 15,000 people across 83 occupations. It was meant to be a study to see how happy people were, and so he would just randomly ring you up twice a day. Whether you're at work or home and ask you two questions, what are you doing and how happy are you? And of course, the whole 83 occupations, 15,000 people, 46% of the time people were mind wandering and they were thinking negatively. 46% of the time.
Why do people do that? Well, firstly, your right brain has to conserve energy, and if you're doing too much stressful work and using a lot of energy, your brain will default. It's part of the default mode network into mind wandering. Now, if you're really engaged like we're talking on this screen on this slide, you'll probably mind wander into positive things. But if you've got a lot of stress and anxiety, you'll mind wandering into negative things. And because the right side of your brain is driven by fear, you're more likely to wander into negative things than into positive things.
And so that's why so many people are doing mind wandering all the time. If you can convert a lot of your mind wandering into positive thinking by getting into flow states, then you can improve your productivity and your output significantly. You've just got to identify am I mind wandering? Is it negative? Is it helpful or is it just modern?
The next question is how do we stay focused, stop procrastinating, and keep our mind? So you can see just me talking about mind wandering? How that is procrastination. You’re not focused, you're mind wandering. So you need to go back to your goals. Back to your core beliefs. You've got to go back and start focusing. And last time in session 2, the technique was Who am I now? Focus on Who am I now? What do I want and how do I get it? You have to keep bringing yourself back to focusing.
Another question was how do I juggle multiple priorities when working in high end roles, especially when your boss keeps giving you new, equally urgent priorities?
I think I partly covered that last session where I said you need to have a list.
And the purpose of a list is not to complete the items on the list. The purpose of the list is to give you your next priority.
Your boss is responsible for your priority, so if he comes or she comes to you or they come to you, then you have to say to them. what is my next priority? It's their responsibility to give you the priority, not yours.

You do get a problem if you're working in two functional departments and you've got two bosses, then you've got to work out which is the most important boss that you've got to satisfy and go with their priority. Otherwise you got to tell them to work it out between them.
But the purpose of the list is to give you your next priority, and once you've got your next priority you don't worry about the other items on the list, you just focus on that by saying Who am I now? What do I want? How do I do it? You can only do one thing at a time.
That was the question. I thought I might have been a bit slower than my 45 minutes, but I have got another slide that I added on just to understand where does all these shadows come from? Where does this shadow come from and so what happens in life?
This is my theory of attachment. It's different to normal attachment theory. Anxiously attached, avoidantly attached. It says you go through life in seven stages.
First, you come in unattached, these are emotional years. Between nought and 13. You attach your parents.
And your parents or caregivers have to teach you your 4 main principles - trust, respect, acceptance and commitment.
And nobody's got perfect parents or perfect carers, so we always have deficits. And so we have unresolved issues from big ones to small ones.
At the age of 14 to 25 in emotional years, it can be younger or older physical. We split from our parents and join our friends and we test out unresolved issues in between 25 to 35 years we pick a partner.
Now you think in the first 5 minutes you meet your partner, you think you pick them because of the way they look, common values, common interests or something, but subconsciously your guiding conscience, will pick somebody that you need to fix your unresolved issue with. So if we're going back to that dysfunctional family of mother, father. If you if you've been overly responsible, you're likely to pick someone overly irresponsible. You're overly positive, you'll pick someone overly negative if you're overly left brain, you'll pick someone overly emotional.
You pick a person to make you stronger. Now how it works is this.
You pick your partner, now normally your partner says OK, I don't trust you. You're taking too many risks, and your partner says back to you. No, there's no risk here. You're just too negative. And so you can stay and argue about that for 40 years. You can stay together and you'll argue about your differences and the opposite behaviours will really annoy you and frustrate you. Secondly, is, one person can try and fix the other. So the over optimistic person says, oh, optimism is better than pessimism. I'll make you more optimistic.
But that doesn't work because the person resists you and it's not the right answer.
The third answer is OK, we'll split up. So you split up, but you'll just find another person exactly the same because your subconscious brain is picking your partner, not you.
The fourth solution, which is the correct solution is that you move towards the middle, so I if I'm overly optimistic I become more realistic. My partner's more pessimistic, she becomes more realistic together we're better as a couple that we are as individuals. When we have children, they should be better than us and the bloodline continues as it has for six million years with all animals.
And so that's how it works in picking a partner between 35 and 45. If you haven't resolved your issues you'll have a midlife crisis and you'll end up exactly what you were when you're 10 to 15 years of age. You'll be doing the same thing that you were doing then.
That's called the midlife crisis, between 35 and 45. Between 45 and 60 you've got another chance to understand your human nature. But when you get to 60, you've got to be able to let go of your left brain logic and materialism because your mind's starting to go off your body's starting to go off. You know, you're going to lose all your material positions when you desire, so you need to switch across to peace
and accept death. It's coming. because. If you don't, you'll just be a cranky old person hanging on to something that's never going to be there.
That's a good note to finish this session, death.
Thank you.

 **Anne Walters**
Fantastic. Thanks very much, Robert. I love the last slide to leave us with there. I reckon there'll be some questions from the group. Has anyone got any questions? Feel free to either put them in the chat or raise your hand.
I see that Annie in the chat has asked how do you discover/rediscover your core beliefs towards better alignment of your career and true self. Robert?

 **Robert McInnes**
Yes. I suppose it's starts with you know your career should always be the two combinations of what you like doing and what you're good at. But it's not always easy to find those two. What am I good at and what do I like doing and then try and attach your core beliefs to match those.
You know What is my truth? What do I want to commit to?
But if you can't find that, then you might just have to accept that that work has a lesser role in my work life, and I have to be able to find what I really enjoy and what I'm really good at outside work. But you need to find it somewhere because it will be there somewhere. It's great if it's at work, it's just spending a lot of time at work.

 **Anne Walters**
Any other questions?
Don’t be shy. I've only got Robert for another 10 minutes or so. So if you've got a question, please feel free.
It's like you've covered all the questions, Robert. We don't have any more from the audience at all.

 **Robert McInnes**
Well, I don't know. One with too much information which can happen if I dump so much down in one session, but that's what I do. It's called psychoeducation as distinct from normal counselling, which is often a right brain person prefers talk therapy, whereas a left brain person does more like this psychoeducation.

 **Anne Walters**
Got we've actually got a couple of questions that have come in at this point, Robert. So I'll just go up a little. So the first one is from Amanda. Amanda asks if you've got any guidance on retirement?

 **Robert McInnes**
Yes, well, since I've retired my guidance was to switch careers so. So therefore I prolong my work life from retiring at 57 and just work through till 97 by just switching careers. So, but really practically and realistically you have to plan your retirement in knowing what you're going to. You've got to have some purpose.
That's meaningful to you because meaning in life is, you know, is at the top at the top level. You got to have meaning.
So Victor Frankel, who's been two years in a German concentration camp, wrote his book how to achieve meaning in life. And you do it through a value that is something you value and love, a religion or a person or project that you're committed to. You do it through work, something you like, building a business or career, you will find meaning through that, or you can do it through suffering.
Where you can suffer and grow, or you can suffer and blame.
So you probably don't want to go into retirement to suffering, but you might be able to find something in there.

 **Anne Walters**
Robert, the next question from Wendy is how do you recognise false self and diminish?

 **Robert McInnes**
Well, sometimes people can't see the full self in them. They're just not aware of it. A lot of people are not aware of it and that's when you really go to counselling. That's to try and get an understanding of why? Why I'm like this. I mean the feedback should come from your behaviour because if you've got a false self, you won't feel confident about yourself or you'll be getting negative feedback from people. Sometimes it might be true or false.
But if you're getting too much negative feedback based on your behaviour, then probably that's why I do recommend counselling to go deeper, because sometimes you can't get self-awareness by yourself. You know you have to get help to get it.

 **Anne Walters**
Thank you, Robert. Debbie is asking how do people work towards remembering these lessons in the moment?

 **Robert McInnes**
Yes. Well, I think you know, it's why do people meditate for 20 years? It just becomes a such a habit. And so there's no shortcut. You've just got to pick the key ones for you and just keep going over them and over them until they become habits because your brain is programmed to form habits to save energy.
So the only way to get a habit is through repetition. So you just have to pick your key points and keep repeating until that happens
There's no shortcut to that.

 **Anne Walters**
And we have one last question from Robin in the chat. So if anyone else has questions, now's the time to put them in while Robert's asking answering this one. So Robin says I have an interest in meeting in the middle with a partner. How do you avoid going to the extremes of the negative partner and a positive partner in trying to influence the other, i.e. the positive partner becoming more positive, trying to model what they want from the negative partner?

 **Robert McInnes**
Yes. So it comes back with one. You identify what you need in them, but they could be the extreme. So you've got to then set up core belief in a boundary. OK, I can accept they might be overly positive and I might be overly negative. So I'm prepared to learn some of them. So my boundary is I'm prepared to move this much towards being positive so you've got to be able to set a boundary for yourself based mainly on trust. You know whether you can trust yourself how far you can go and trust yourself and respect yourself, and then you accept and commit, but you've got to know the trust line because trust is the number one principle. And if you know, OK, I can trust myself to go this far in order to trust myself, I have to take a risk. So I might be vulnerable. So I have to have some courage.
But I'm going to use my courage to be more optimistic and take more risks.
But I'm not going to go this far because it's dysfunctional going and that applies to any movement left or right to the opposite. You pick the partner to balance you, not to join them. You can never join them anyway because it's a person. It's partly personality. It's like you could do the Myers, Briggs and train yourself to move from an introvert to an extrovert, everyone's got a range of which they can move.
So of I've got an IQ between 70 to 110, if I'm kept in a box, I'm going to be 70. But I could get to 110 if I get the best teachers in the world, and that range applies to every principle. A person with empathy, low empathy, might be able to get from a 2 to a 6, but they'll never be able to get to a nine because a person with a high empathy might be able to get from a 5 to a 9.
So everyone's got a range of and they're trying to maximise your range in the positives and minimise your range in the negatives.

 **Anne Walters**
So Robert, if you can't get to that, I guess point that Robin is suggesting is that then is that the point at which you decide to leave that relationship, if your risk is becoming too great?

 **Robert McInnes**
Yes. Well, some people, you know, they stay for reasons like for the sake of the children. I do a lot of couples counselling where people stay together and they've got that dysfunction, but they say they do it for the children.
But it's not a good model for the children because the children are going to say this is what partnership is and I don't like it. If so, it's a very difficult decision to make, whether to split up because, you know, I see older people split up and when you've got half your assets, it's not that easy living with half your assets.
And so people will decide together to suffer, but they might find their outlet elsewhere, or they'll split up. But every individual is going to be different because we are all different, there's no right or wrong answer on when to split.

 **Anne Walters**
Wonderful. Thank you. Robert doesn't look as though we've got any more questions in the chat. So if that is all the questions for Robert today, I'm going to thank everyone for your attendance and participation. And I'm going to extend a very big thanks to Robert for the three sessions that he's provided to us that have been fantastic and really, really illuminating. I see that, Amber, you just put your hand up and you put it down. Amber, I don't know if you have a question there?

 **Amber**
No, I'm sorry. It was an accident.

 **Anne Walters**
No worries. So thank you all for attending. I hope you have a wonderful rest of your Friday and a fabulous weekend. Thanks so much. I look forward to seeing you at future events. Thanks again, Robert. It's been wonderful to have you.

 **Robert McInnes**
Yep. Thanks everyone.