

35 Living lighter working smarter

Sat, 12/19 3:10PM • 40:38

SUMMARY KEYWORDS

leader, organisation, energy, people, book, principle, growth mindset, designed, life, adaptive, id, started, balance, fixed mindset, rebel leader, develop, eq, essential elements, idea, intelligence

We felt the pain because we were working in organisations. We were talking with leaders, we were talking with high potentials, we were talking with all kinds of employees. I, myself, I did a lot of career coaching as well. And we felt the pain, I really had the idea of, of Whoa, as a human race. And that's what we write about in the book as well, we are in danger. And we don't we really mean that. If we continue this way in this fight, flight mode is all the time.

That was not the intention of the human race. Today, I'm going to talk with Tim Vermeire and Rudy Francken about living lighter and working smarter. They just wrote a book called aq. And we're going to go to the steps to have a better life working smarter, increasing your energy, your focus, going back to essentialism, having a better balance, and also a growth mindset. And what I also really enjoyed is that Tim and Rudy, they both started their career as gym teachers. And then they switched into becoming a part of a larger organisation, both different organisations, then they both started their own company, they started studying a lot, and then came across the idea. Let's write something together. And that something became a book.

I'm Murielle, CEO mom and educator, I used to work really hard and sacrifice the important things to me until I lost my motivation. Fast forward past many failed attempts and lessons learned. And I found a way to reach great results while working less. Today, I'm obsessed with helping other leaders build meaningful lives. So each week, I'll be sharing inspiration to change your life and organisation. This is rebel leader with a heart.

Hi, Tim. Hi, Rudy. Well, my first question for you is, what did you see? and noticed that made you write this book? It's been double. One, one side, it's about Yeah, work in life, it's not easy to have the optimal combination. Where do I get my energy out of where do I put my energy into, you know, to stuff it's all about, essentially, energy management, in combination with them focus, it's about growing as a human being. So it's an end, call it personal leadership, in times of change, it's the same incident actually bid as a key leader, we know that we are quite, let's say, complementor, we have a smooth overlap. In that ID, that you as a personal leader, you have to be strong, you have to be smart, you have to look around with you have to be and that's one. And the other thing is that the methodology that people have to make a difference for themselves tomorrow. And today.

It's it's quite strange. But we are not designed by education. We are not designed by the world, to make time to make a qualitative personal methodology to change.

And that's first, it's very strange that we are not that, let's say conscious about this element. This is why we started with the idea let's make not a book, don't write a book. No, no, we don't want to tell them what to do. Because that that's not the I'd try to figure it out for yourself with the right methodology methodology, that you can make a difference with small things, small steps.

But anyway, then, maybe we will fell into a pitfall maybe we wanted to share too much about from our passion. And at the end, we wrote a book. But still, at the end, the idea of the book is

get yourself open, try to figure out what's in it for you. And so the idea what's in it for me, and then start to design a small plan. And that will come afterwards. So we will try to help people as well with some small methodologies. methodologies, sorry for these strange word but to develop them to get a step forward to design their action plan into reality. Yeah, because we are now at the end of the year 2020. And people start it's the year 2020 with a lot of exhaustion. Already people were working really, really hard burnouts have been very high in organisations, and then COVID hit us. So people worked even harder.

had less than less means to take care of themselves and of their energy, a lot of things they like to do to relax themselves were taken away because of the crisis that we're going through. And that's what I see also that people are now exhausted. And it's also having an impact on on their health, of course, on their family, but also on organisations and on being adaptable and transforming for these digital times and these uncertain times that we live. So I guess what you're telling and taking care of yourself. That's also what I see is that everything is always a priority, and taking care of yourself and of your own development always comes after all the rest.

That's how we've been educated. Exactly. And it's related to your last questioner. Why did we start this book, we, we felt the pain, because we were working in organisations.

We were talking with leaders, we were talking with high potentials, we will be talking with all kinds of employees.

I myself, I did a lot of career coaching as well. And we felt a pain, I really had the idea of Whoa, as a human race. And that's what we write about in the book as well, we are in danger. And we don't we really mean that if you continue this way, in this fight, flight mode is all the time.

That was not the intention of the human race. And we were supposed to be more we had more intelligence, more empathic, more social. And we were so busy that we moved in the wrong direction. And that's also a bell that we wanted to ring, we are in danger. And we don't say that we have the solution. That's not the idea of the book. But from our experience, we have some tips. Mm hmm. And we build a structure around it. Maybe that's the biggest thing that we could do to build a structure around. Yeah. And maybe you can talk about that that structure, because I know you have five elements that people should pay attention to. Am I correct? It's Pfeiffer? Yeah, we call them five principles.

Yeah. And the first principle is about energy. So people nowadays, if you talk to them, and you say, it's, it's interesting to learn new things, it's important to balance in your life and so on. They say like, Yeah, it's true. I mean, to the ID, but, please, I'm too exhausted, as you started discussing this question as well.

So okay, how can you fill your batteries in a sustainable way? And how do you use it also Moore's on a sustainable way. So it's a physical, mental and emotional part. And so we talk about the brain, how it works, it's about the mental condition. And so it's about the human physical system, in combination with with biochemicals. And if you understand it better than you know that the principle in energy management how to get energy in and use so out, then you can you can steal more is the ID a bit like corporate athletes, where they started about, I think, already 40 years ago in America.

So that's a bit basically that ID and what would be then for our listeners, one tip that you would give regarding energy, if there is one thing that you would like to give them

I suppose nowadays, if we see people that are very exhausted.

The good thing about COVID is that we are triggered, to go out, to go outside, to go into the nature to go for a walk. We can't play let's say soccer together, it's impossible. So doing different sports, it's not good.

But what can you do so you can go for a running yet that's maybe always dead healthy if you go for a longer period for your knees. And so on your back and walking, it's the best, let's say therapy, that you can buy it for free. Yeah. So I suppose that that we have really to learn how to walk more in life. And it makes you mentally stronger because you you give yourself space for reflection, space for frustration, play space for IDs. So it's creating space in time. That's one thing but also mentally it's very, very logically.

energising so they can think

counted every morning and every evening going out for just 15 minutes. You don't have to go for one hour, just 15 minutes. It's it's a huge difference. So it's kind of like morning and evening ritual that you implement for yourself. Is that ID. Thank you. So energy, the first principle and then the second one.

Shall I take over now? Yeah.

Well,

the relationship with Tennessee is that we expect supernatural output from ourselves. But we don't expect our nature. And that's a that's a contradiction. So in that principle, we say, we are natural beings, and we have to take care of ourselves. We don't do that anymore.

But then when you have when your energy tank is cool, what do you do with that energy? You can spread it very thin, and in several subjects, and at the end of the day, you find yourself wondering what

you did, and what was worth it. That's a lot of leaders are there. I often say yeah, I often say we live in a world of opportunities today. And people they jump on every opportunity and it's just not possible. Enormous. And it's, it's there for everybody of us, we get the mail. That mail has a link to the internet. And while we are on the internet, okay, let's, let's check Facebook. There's another post that relates to a podcast. That podcast brings us other ideas. And before we know it, we it's like shopping at aka we want to land for the desk, and we are the cashier and we have plenty of things in our that we don't specifically don't need. So the second principle is we called it essentialism. And it's more than minimalism. minimalism is a part of it. But essentialism is a wider subject. Going back to what do I really want, what is my nature, what is my personality? what fits with my personality, what I met values.

And then living living your life more towards that essential elements and eliminating are minimising other things.

Sometimes you have to

get away with stuff. Personally, two years ago, I moved from a large house with also with stuff to a two bedroom apartment.

And aka Okay, I could do that because the kids were out of the house. And we're independent. So that was an opportunity I had. But I wanted to do that. I wanted really to say like this picture is valuable for me. Yes. You might doubt that now. But

is it valuable? I take it with me. Is it not valuable? I gave it away, I brought it to the recycling Park, etc. So we kind of limited everything. And it's a great feeling. Because we have lots of time for travelling. We had a lot of cyber travelling.

But for other things that we wanted to do with our life, my wife and myself. Yeah, and and it's true, I believe that the more stuff you have, and the more things you have, and the more activities you do, the more stress you have

an S because it all needs maintenance. It all needs. Taking the dust away from it, it keeps you busy. But does it keep you busy with writing? So I think that's the question that we asked in the second principle essentialism. Yeah. Yeah. And I did a podcast about minimalism as a leader because I believe that also in leadership, and and history has shown that to us is that very successful people, they say no to almost everything. They know what they want, and they say no to all the rest.

And talking about leaders. One thing I learned over the course of writing the book, is that the word you mentioned priorities, media.

in history, that was not a word. It was a singular word.

It doesn't say priorities did not exist. It was priority. That was the word. And all of a sudden when we reset, okay, let's talk about the different priorities. But that's a contradiction. For a leader. What is his

priority? And not what are the 324 priorities? Exactly, that's what I see in organisation and I always push them okay, but what is the one

thing you're going to do know, the one thing. And it doesn't mean that you won't be able to do the other things later. But pick one for now.

It's very ambiguous. Because we live in a society and in a capitalistic system, in which it's always more, we need more, we need more 5% 2%. Tell me. So at the end of the year, it will be more than last year, maybe not this year, it's very disruptive moment. So it will be different for all of us. But anyway, it was the ID growing, growing, growing better, better, more and more. So we are now designed by not by nature, but we are designed by education, to think about war to think about maximising and about minimalizing. So for some people, it's very strange to hear this and say like a, what are you telling me is it's not the way I am designed that we're used to? And this is not my nature. But if you reflect on this, this principle, qualitatively, then you say that, okay, no, I have to be honest with myself, and figure out what is my priority? What I can minimise, what can I limit and eliminate? I know for myself that I love more and more. I'm very passionate. I'm very enthusiastic. So it's go? Let's go. Yes. Then you take more on the agenda, you take more in house? And so I learned also from Rudy, them. Less is more.

Yeah, yeah, yeah. And I know the ID, but it wasn't easy to implement. But then when I started to also look to my god or open to look to do very easy things at my home office, I looked around, and I could see like, okay, it's true, I can eliminate things. So if you take it really, practically, it's doable, you can make a difference in eliminating things and going to the essential list

from yourself. But you're the organisation mainly, that you're working, it's not always that idea that less is more, no more is more. So you have to be strong as a leader.

To not really fight against the system. But you have to think smart and and try to get the power of more, it's more in turn it into less is more on a smart way. And that's the idea that use the power of the organisation, the change by yourself as a leader, and getting that you turn as being the leader. That's, that's taking the essential part of things in your hands, and not the rest. Yeah, so that's the idea. And the third part is then if you have your energy, in shape, let's say

if it efficiently organised your phone, and you have a kind of idea of what is so essential for you, then, still we are in this digital transforming and, and strange times.

And it's full of

this distraction. So how you get traction with your mind with your thoughts. So the dirt, the dirt principle, it's about focus, how to keep your focus, where it where you pointed it, because you are interrupted by 1000 emails, maybe it's about 20 messages, 30 days, 20 days. And so daily, it's it's a, it's a struggle to keep your focus. And it's about the idea that we can focus ourselves about maximum 30 minutes on a task, which has to be interesting for you. Otherwise, it will be less, and you have to be in good shape. Otherwise, it will be less, but it's keep these things as Alright, it's ready, then, still, are you organised to

keep your focus in for 30 minutes? And what do you do after 30 minutes? Do you keep going on or not? So you need to design a certain structure, you need to recuperation moments to keep your focus. And this wasn't the third principle that we designed and give people also different techniques to keep you there. So it's something about recuperation. It's about destruction on the day. And it's very practical. Because I think nowadays this you also talk about digital times and interruption and distraction is this is just part of living and that's a pity. But then you have to be very smart again. And so if you want to live lighter and work smarter, please take the lead. That's the ID. Yeah. And then what would be the number one tip in focusing. And for us we have a small it's a one of the techniques from the 20 of them. It's the Pomodoro Technique quite old, that you have this this tomato designed clock

make it

Yeah, yeah, alarm clock. That's it. So it's the tomato designed alarm clock. And there you have 25 minutes, that's the maximum that you can turn on. So if 25 minutes for your task, and so at the end

pppp, it's time it's over. So you need a break it up, take a break from to the maximum five minutes, and then again, that's the next pomodoro. And then after three to four pomodoros, after three to four times, half an hour, almost, then you're there for a longer break. And we are not used to work in this system. If we see people, that's one meeting, it's just next to the other one. And there is no, there is no time for for yourself no time for reconciliation, no time to also reflect on what are the tasks that are combined with the end? What are the action points that I still have on my agenda? Can I blame this? No. Oh, no, no, no, no. So what when do you do all these after work and administrative stuff for yourself? It's at the end of the day, it's at home? It's at eight o'clock? Or nine o'clock in the evening? Oh, in the weekends and or in the weekend? Yeah. So that's a pity. Because then you normally time for yourself. So we keep on going on, we keep on going on. So we have to be smart and design a certain structure. So the Pomodoro Technique, it's a very known system. Please implement it do so. It's quite logic. It's up to you. Yeah. Okay, thank you. So energy, essentialism, and then focus, and what's the fourth principle.

And the fourth principle is balance.

What I like about focus is the terminology we describe in the book from distraction to action,

you want to do something with your life. And if you are distracted all the time, it won't happen.

Now, balance you can be very motivated can be high energy,

you have your essence, essential elements, really clear. Your focus on these essential elements are still you can neglect your family or neglect your friends. There are a couple of examples in business.

People who really did great things for society developed great tools. But that was the only focus and and the tools were great. But as a father, there is another legacy. So to our in our feeling you have to, you have to keep this in balance as well. So balance between your your work, and your other roles, is what we talk about, but also balance at your work. And balance out your work. To us means a fit between your personality, we call it your temperaments. And your job, if that's a fit, that gives you

energy. If that's a non fit, you lose a lot of energy and and feeling that you're worthwhile. And that's what we give tips about as well to really think about your personality and to make sure if your job doesn't give you energy, move on.

And, or change your job. Now you can discuss like I lose energy here is that a colleague etc, we could talk about job crafting as a as a as a technique

that's important to start the discussion and to really build your job in a way that fits with your personality. Yeah.

And I'm

sorry to interrupt you. But normally, the idea of balance at work is also that that should be designed out of the system.

So the system, the organism, as work in it, working in a group in organisation, can can be better well designed, so you get energy out of it. And so you get you'll be motivated out of it. It's an autonomic system. But we see that more and more desks are repetitive, they're not really making you hot daily, and it's really getting energy out of your body out of your mind. And so we know that the organisation could be very responsible for this element, as well. Don't wait for your organisation to do to teach. Be smart again, and design your own work. Design The also the relevant elements for the rest in your life. And if you do so, it will bring you more into a balanced situation. Yeah.

Okay, nice. You're still looking for a tip. Yes, of course. I'm still looking for a tip for our listeners.

Well, I think one tip is to

Find yourself a really good hobby

that nobody is asking you to do something, you do it for yourself, you'll find pleasure yourself, you meet people, whatever hobby fits. It can be a hobby alone can hobby more social, but find yourself a hobby, so that when you get out of the bed, you don't ask yourself, you ask yourself questions about a job. But you also ask yourself the question about your hobby.

I personally started with minimalistic gimmicks. And

basically, every day, I look forward to see what the situation is if I continue building, etc. So it's like a child, I feel very, very young when I'm at my hobby. And it's a real good balance between between work and other activities. So find yourself a good hobby. I think that's a great tip. Yeah. Okay, thank you. So energy, essentialism, focus, a balance. And then what's the last principle?

The last principle is growth mindset.

So I suppose we all want to learn, we all want to grow as human being. And but we mainly don't have the time for this. And so this is why the principles that we talked about are that basic, it's a neat, we need designed, designed it and fit all these principles into our life. So we have more room, in the mind and room in the agenda, to develop really the growth mindset. And to learn things, again, to be future proof. Because nowadays, we all know that all types of businesses are in a disruptive situation. They need to figure out what's what's new, what's better, what's, and it's about robotics, or it's about AI, it's about new technologies. Are you ready as a person to fit in that new organism that will now look for different skills and competencies? Are you ready to think about it already in so then you need a growth mindset, you need to learn daily. And that growth mindset always starts Of course, with a beginner mindset, it always has to do as well about resilience. Because we, we are faced already with live events. So I'm not talking only about digital transformations, or structural transformations in organisations, and also talking about life events, together quite a lot of bumps on the roads in your life, to have to be ready to absorb these things. This is what we call them. Not observation, but resilience. And next step is then Okay, and make time for yourself to learn to be ready for the future. So that's about the growth mindset. And if you can now combine the growth mindset, then with the other principles, you you are adaptive,

you are in the core, and that default for yourself for the situation for the reality, but also for the future. You have to be smart enough like you doka. You, you have to anticipate to what's coming up in life these days. Don't wait too long. If you're always like a situational leader, and it like situational leadership, and I say, okay, that's maybe logic because you have to be in here in the now and you have to be problem solving.

But it's still a bit command control. No, you have to think forward is to be smart, you have to be so in a different position. And that's a growth mindset. That's the ID to become more adaptive. We need to be there. Yeah, I completely agree. And that is what I find so difficult, is that our educational system is based on a fixed mindset, it

it forces us or it shapes us to have a fixed mindset where you cannot make any mistakes, and you have to control everything. And only the results count and not the joy of the journey.

And the process. I don't know if you agree with that as well. Exactly. I remember song form calm before and it's time to father, astronaut, somebody most of us know. And in that song he said

he's the person is saying to his teacher, it's not because you called me an asshole that I move to space. But sometimes it is. And I see young, young, young, we are born with an open mindset. We have a lot of potential and we try everything out. That's who we are as human

But then our system moulds us into a fixed mindset. And we still have to, on a regular basis, you have to develop again as adults. And it's the difference between saying, that's who I am.

Or that's who I am now. Exactly. And you can learn and identify and realising that you can learn everything, we have a brain that is capable of changing itself with neuroplasticity. And if you start juggling in the beginning is difficult. But if you continue, these nerve ones will build their network and up

all of a sudden you have 20 balls in the air as a matter of speaking, and to realise that I think is key that you can change yourself. And you can learn new things, and to realise that not only mentally because a lot of people they know a lot of things rationally, but you have to integrate it somatically you have to experience it and to live it. And that's when you truly believe it.

Absolutely, yes. We are not used to British.

I was just looking for the right word in English. It's about being a bundler. Yeah. The oppressor a bundler. It means Yeah, you can make mistakes. And that's really okay. That's really okay. And talk to yourself, like making the state mistakes. That's really okay. Could be really funny. I did it today. For the second time. Stupid burglar. No, in our minds, we are designed to say what the second time the same fold? You are stupid. Yeah. Can you be a leader by making mistakes? That's impossible. No, a good leader has a certain

degree of vulnerability.

And can say to himself, yeah, it's right. I was wrong. Or something stupid. I made a mistake. And it's okay. It's figured out to make let's figure it out, of course, to make a difference to be better. That's, that's, that's the growth mindset. But it starts with the idea to let let let it into you like, okay,

the starting point is that we are all human beings, we are not a robot.

So, by realising that for yourself, you can be a compassionate leader towards others as well. Exactly. If your fixed mindset you have a fixed attitude toward others, and they have to be perfect as well, because you are perfect. between brackets. And that's not compassionate. That's, that gets more into an

auto repair way of leader being a leader. Yeah.

Okay, thank you. Well, really nice. And it's called EQ, but we didn't see what it meant EQ. So maybe you can talk about that. Also, what does it mean aq?

The ID it came out of the logic.

Other two ingredients that we already know. So it's about IQ, we all have certain expertise. And we are used to have some insights from our personal mental intelligence, which we call IQ. Okay, that's, that's one. Secondly, then we said okay, to be really good, aligned towards others, to listen well to others, nice, like clients, customers, and even though colleagues as well as a leader,

hopefully, then then we need an EQ. So in that part, okay, what is it to be emotionally intelligent. And then then we say today, that's, that's, that's not enough.

If you have a good IQ and EQ, it's a very good starting point. And it's highly important, of course, but there is a dearth, let's say competence or attitude, ingredient, or quotient, which we call them the

adaptive intelligence. So you have to be adaptive towards the challenges that you have, personally, at work, and more largely in life. And if you are ready to guide yourself towards the next step, so it's really idea of step by step towards a higher degree of adaptiveness then it means that you are in stable and you are flexible. So it's not about being agile, to become more agile and shout, yes, I'm an agile leader. Or it could be very good to be an agile leader, but it's not the meaning of okay being flexible every minute. Now, it's about being stable, when it needs to be stable.

And it's flexible. When there is a need to be flexible, and find the right way how to, to to to navigate

Guide to navigate between those two is the idea that that's about adaptive intelligence. That's the core, let's say, and it brings you, let's say the idea of living lighter, working smarter. And so it's about happiness, resilience, deep, deep satisfaction, you get out of it life quality. So I think all things in life and happiness for sure. Yeah. So satisfaction. Yeah. Well, in the book, we spoke about the tripods, I mean, a chair with three legs, and one is IQ, you need it. The second is EQ. important, very important. But the third one is aq, you need to have this adaptive intelligence. And when I'm in a workshop, I always sit down on this chair with between legs, and I move a little bit behind to show that you, you can sit on two legs. But that requires a lot of energy and muscle power. And if somebody throws something at you from from the audience, you might, you might lose your balance. So when you develop this third leg is sturtz,

quotient, aq, couch cushions, then you're stable, and then you're able to, to catch a lot what's happening changes, things unexpected, but you're still quite stable. I think that's a good analogy, too. to underline that we believe that the world is changing too fast now. To go forward without a developed adaptive cushions, adaptive intelligence, the good news is that you can you can learn it, it's not our nature, I think we, we long to the comfort zone, all of us, all of us, and that we need to step out of the comfort zone every now and then. And to move that comfort zone. Okay, great. It was really interesting, and maybe a little bit more, where when will the book be published in the first? Well, at first, it will only be published in Flemish, but it will be published later in English, but when will it be released?

It will be released in the first week of January. So in a week off for the fourth of January, and then

the English version, we are figuring out together with a publisher, when we will we'll we'll arrange it. So let's wait a bit. We are very, of course, enthusiastic and ready for the English version. But we will come back then when it's there. And we I hope video that you can send towards your audience that that we are there. Yeah. And where can people find you know, easily at www so is the website of adaptive intelligence, but then in Dutch, out of the latency couldn't be. So until now we start with really a Dutch version. And and then step by step, we will jump into the English part. And maybe as well into the French, because we are in Belgium. Yeah. Pretty linguistic. So this is the ID. And we didn't want to do everything at once we wanted we wanted to stay in balance as well. Yeah, exactly. And go to the essential parts, which was first your own language.

Great, but it was great having you in this podcast. Thank you for that. And good luck with your book, I hope you will sell a lot of them.

Thank you for the time, the attention and we keep in contact. I hope you got inspired to not only develop your IQ, your EQ but also your EQ. It's all about increasing your energy going to essentialism focus and going from this direction to traction. I love the sentence balance and developing a growth mindset. So I definitely look forward to reading the book. And I hope you too and I hope you got something out of it that made you think to start your 2021 differently with another view and maybe more in line with your nature. Now if you haven't done it yet, can I ask you a favour Can I ask you to go to Apple podcasts to this episode and this show rebel leader with a heart to then go at the end at the bottom of it to subscribe and to leave me a five star review. Well, at least if you think I deserve, of course a five star review. This will really help me to get this podcast even in front of more people and to help other leaders build meaningful lives and organisation. I wish you a great

2021 with a lot of happiness with a lot of meaning, energy, balance and impact by there.

Yeah, you finished another episode of rebel leader with a heart. If you want more go to rebelleaderwithaheart.com for show notes and past episodes. If you love the show, subscribe, leave a review and share it with your friends, the more the merrier. Thanks for tuning in and have a great week you rebel leader with a heart.