

64 Are you climbing the right mountain with Tony Martignetti...

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SPEAKERS

Tony Martignetti, Murielle Machiels



Murielle Machiels 00:00

Have you heard about the great resignation? A huge number of people are resigning and 42% are thinking about changing jobs. The pandemic has put us in touch with our mortality, and our fragility, and that suffering is leading to people looking for more meaning. But how can you find your purpose when you're so busy, and you have to bring bread on the table. Today, I'm talking to Tony martignetti, the inspired purpose coach, he guides people to find clarity in their lives, so that they are energized, fully present, and unstoppable. I'm Murielle, co mom and educator, I used to work really hard and sacrifice the important things to me until I lost my motivation. Fast forwards 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 builds meaningful lives. So each week, I'll be sharing inspiration to change your life and organization. This is rebel leader with a heart. Hi, Tony, how are you?



Tony Martignetti 01:19

I'm fantastic. So good to see you.



Murielle Machiels 01:22

Yeah, I'm really glad to have a fellow podcaster. On my podcast, it's always nice, you have probably lots of experience. And I really like what you're doing. I also like your topic, of course, which is inspired purpose coaching, which will really help our listeners because a lot of them are looking for inspiration, but especially are looking for more purpose or more meaning in their life. So yeah, maybe you can tell us a little bit who you are. Yeah, absolutely.



Tony Martignetti 01:55

So first and foremost, you know, I'm a person who came from a world of biotech. And that's the kind of background it came with, you know, 25 years of experience in the corporate world. And and when I got into the coaching world, I started to work with leaders who are accomplished, but have gotten to this place where they feel, you know, stuck in

their journey, asking questions, like, what's next? What's the next thing on my journey. And what I really love about what the work that I do is that I get people to really feel that connection with their inspired purpose. And it's the name of my company and the work that I do, it's this connection that they see something bigger than they ever thought was possible. And sometimes that is just looking at the work they're doing right now, in a different view, changing the lens of how they're seeing the work they're doing. You don't have to leave corporate, or, you know, take a completely different path to to get that inspiration.



Murielle Machiels 02:59

Yeah, I completely agree. I often say that as well, I, I meet lots of leaders that are so busy working very hard and not getting the impacts they want anymore because they're working very hard. They're exhausting themselves and in the process. They're like losing sight of why they're doing things. And, and I love what you say it's often by finding your purpose again, that's that you find your motivation back without changing jobs. Yeah,



Tony Martignetti 03:33

yeah. And you know, it's connecting back to this, you know, going inside asking the right questions, and one of my taglines is inspiration through honest conversations. I think it's the first honest conversation is not with other people, or with yourself.



Murielle Machiels 03:49

Yeah, exactly. Because there are two I see so many people, they have like, a lot of things bottled up inside of them. And they like put a lid on it, because they are afraid that you know, if I listen to that, maybe I'll crumble or I don't have a choice. So I love what you say that's the first honest conversation is with yourself.



Tony Martignetti 04:16

Yeah. Yeah. And the questions that often come up are like, you know, what do I need in this moment? What do I need for me to to move on and to connect with something meaningful in this moment? Because oftentimes, we feel like we've got to be strong in the face of all the things that are coming at us. And sure, you know, strength is important for us to persevere. The challenges that are ahead of us are always there to test us but at the same time, we have to, you know, check in and say, Where am I really struggling and do I need to do something to recharge to rest and ensure that I have the energy and the motivation to move forward? Mm hmm.



Murielle Machiels 04:57

Yeah, and I think we also need to We define what is strength. Strength is not especially, you know, shutting everything down so that you keep continue with a lot of force. For me, this is not always a strength, it's even a weakness at some point.



Tony Martignetti 05:18

Yeah, you just made me think about something which is interesting. This has been a quote that has been driving me since the since the moment I came to realize, my my purpose, and it came down to this, you know, the ability to know

that feelings are there for a reason, and you shouldn't, you shouldn't stuffed them down, you should feel feelings. And this comes from Peter Bregman, one of my favorite people in the world. He says that, if you're willing to feel everything, you can have anything. And I'll say that again, just because I think it's such an important quote, it's like, if you're willing to feel everything, you can have anything, cuz I feel so many of us are, they stuck their feelings down in the face of I got to put a strong, you know, I got to be strong in the moment here, I got to lead my people, I can't show them emotions that are coming up for me right now. Especially, you know, thinking with a pandemic, and all the challenging times we've gone through, and then you just muscle on. And then as you do that, you just continue to not deal with those feelings. If you're willing to feel those feelings, they're going to help you to see what's on the other side of



Murielle Machiels 06:34

Yeah, and that's also when you become inspiring, because I remember I Well, I used to be the CEO also of a small organization, and I did that I bottled my emotions, and and I felt I have to be strong and continue. And I noticed I was alienating people by doing that, instead of really realizing them behind my my vision. And it was only when I showed really what I was feeling and expressed what I was feeling that people got inspired.



Tony Martignetti 07:14

Yeah. Yeah, there's this element of we often think that, like, we're, because we're hiding that part of us that, you know, people are seeing us for who we truly are. But in fact, what we're doing is they're seeing right through the facade. Yeah, and they're seeing that we're hiding that and in reality, that inauthentic inauthenticity is what they're seeing and feeling. And that's not what you want to be messaging to people. When you don't say what's real, then people make up the story around what they're experiencing. Yeah. So I think it's important to actually be transparent, be real, so that people will really get the message of who you really are.



Murielle Machiels 08:04

Yeah. But then how do you do that, you know, being real, letting yourself feel what do you need to feel when you're going from one meeting to the next? And from one hearing from one email to the next one project to the next? How do you do that? How do you start?



Tony Martignetti 08:26

Well, I'll let you know when I figure it out.



Murielle Machiels 08:30

I thought I was going to get the answer. And



Tony Martignetti 08:34

no, no, I I The reason why I joke about that is because it's an ongoing process, there's a it's something we have to continue to train the muscle around this, there's an element of, you know, making sure that we respect ourselves enough to put in the pause moments in the day to to really be the author of our days in a way that allows us to see

that, sure, you could plan your day such that your back to back to back and allow other people to come in and creep into your calendar, and create these moments that allow you to, to be there on all these calls and all these meetings back to back to back. Or you could set the intention that I'm important. My time is important. And what I need to do is I need to take control of that and create these pause moments, what I call these moments of pause that are basically you know sparks of inspiration that you put with throat the day that allow you to reset, get back to who you are allowing you to refresh so that when you go into those meetings, you're not feeling frazzled and feeling as though what do I what do they need for me now like what do I What am I walking into now? You can't be effective if you're going I mean literally this conversation yesterday from nine to four every day or nine to five every day with meetings. The whole block of time, you have to allow yourself some times within that to just say, Okay, how am I feeling? What is it? What do I need to fuel myself? To connect with who I am right now? What's the next meeting asking of me? What does success look like in that next conversation? So that you can be effective?



Murielle Machiels 10:22

Yeah, yeah, and collaborate? Because I feel that when you're not connected with yourself, how can you connect with others? If you're not even connected to yourself? others cannot connect with with you neither?



Tony Martignetti 10:42

Yeah, it's um, you know, as I said earlier, this is element of, we think we're putting on a good show that we can put on the facade of like, Oh, look, how we're showing up where, you know, we're putting on a face of abstract strength of, you know, look at me, I'm showing up, and I'm putting on the view of being in control. But in reality, people see right through all that they know when you need need to recharge, when you're not being yourself when you're not being connected with them. So if you want to be the person who really is effective, and is showing up for your people, you have to start with yourself and see that it's by connecting with yourself, that you're able to lead others.



Murielle Machiels 11:30

Yeah, I completely agree. And so connecting with yourself is also connected with your purpose.



Tony Martignetti 11:37

Yes, yes.



Murielle Machiels 11:41

And so my question, though, is how do you find your purpose? When you're so busy, and you have to bring breads on the table?



Tony Martignetti 11:53

It's a great question. And I love when this question comes up, because this, this is an ongoing, this is like a paradox, right? There's an element of people wanting to do something that is really, you know, strongly inside of them. But it's, you know, I'll do that when I you know, when I find the time when I get to it, but the reality is, you can start to build

the view of what your purpose is, while you're doing your quote, unquote, day job. You continue to show up and and look for the clues in the work you're doing. But occasionally, you have to step back and say, What is it about the work I'm doing? That got me here? What are the things that I've that drew me into the work I'm doing now, the little things, the clues and themes throughout my life, throughout the work career that has gotten me to this point, that have been the clues that drew me here. So that's a starting point, it's kind of like doing a diagnostic, you know, right, in this moment to say, before I leave my job, or decide to do something drastic, let's just do a quick look at the past. You know, what are the things that strengths, the moments in your past that have brought you into this work? And then think about? What is it that if you were to look into the future? And think about who it is that you want to be? What is it you want to experience? Don't think about what other people expect of you don't even think about, like the limitations that are imposed on you envision who it is that you want to be? And that starts to give you the sense of this, you know, who could I be right now. So now you're bringing this into the present? Who can I be right now, to start to connect with that, when you start to bring these elements is what I call the time travel of, of coaching, coaching experience, the time traveling, that allows you to see certain elements of your life coming together in the present moment and allow you to say, I see certain things that I want to lean into. And with that, I can now open up the box and see what new things I want to try. Maybe it's trying new things in the work that I'm doing. And maybe it's trying new things that are not not related to work and doing it all. But I want to try them out by having conversations with people about maybe, maybe I want to be a rock singer. I don't know. Maybe it's a being an artist, but I don't want to necessarily just leap into it. I just want to start testing the waters. So there's, there's something about that, that you take tiny steps towards it. And as you do you reflect, and you look at what's showing up, and that starts to reveal what your purpose really is all about.



Murielle Machiels 14:51

Yeah, exactly. Because sometimes what we think we want and we're moving forward, then we realize wow, wasn't like I imagined it. So yeah. And also sometimes you get there. And when once you are there, there's something else that you want. So also purposes is like a moving target. It's not something that is fixed in rock. in stone. Yeah.



Tony Martignetti 15:19

There's something I want I want to mention about this, which is this. There's two things super quick. One of them is that inspiration that you that comes from your day to day interactions with the things around you the things that light you up. They're like, You're like a communication with your souls purpose. And so look for those things. What are the things that get you excited? What are the things that bring life to your work? And those are the clues that you want to be taking note of, because their communication with your true soul's purpose? not to get too out there. But that's reality is that it is something that's inside of you waiting to come out?



Murielle Machiels 16:01

Yeah, yeah, I'm stay say you don't have to look for the dream. Because the dream is already inside of you. You just have to remove the layers and let it come up.



Tony Martignetti 16:13

Absolutely, absolutely. Yeah. It's so powerful when you think of it that way. Truly, so.



Murielle Machiels 16:21



Murielle Machiels 16:20

And another way that I see is sometimes you really go through tough times, really tough times, and then you get through it. And it's often that process that leads to your purpose. That was my case. So yeah, I really had like huge challenges that made me want to give up very often, but I didn't like, every time you know, I failed, I stood up again. And I tried again and again and again. And now what I'm teaching is what I've been through was the mess. I think it was Tony Robbins that says your mess becomes your message. Yeah,



Tony Martignetti 17:05

that's beautiful. Well, it's in. And I think that's great that you mentioned this, because not to be plugging the podcast. But so my podcast, the virtual campfire, one of the things that I really spent a lot of time there on is bringing people on who've been through a transformational moment. And what I think is so important about it is that I have people walk through the story through what's called flash points, these points in their story that have ignited their gifts into the world. And I think that the great thing about that is that it is in those moments that have made you question your existence or a question, What now? Like, what do I do with this, this pivotal point in my life that reveals your gifts, you know, which, in essence, when your gifts are revealed, those are part of your purpose. So I think what you said is so right on the money when it comes to, you know, talking about how this all comes to being those things, you enter those themes throughout your life, sometimes they're as early as your childhood, and they continue to show up and tell you, Hey, wake up, it's time for you to do the thing that you're called to do. Until you do it.



Murielle Machiels 18:22

Yeah, exactly, exactly. And then the message becomes bigger and bigger, and the crisis becomes bigger and bigger. But still, it's hard. It's hard, because I know sometimes I'm, I'm regularly in this face. It's not like you do it once and then Okay, you have your purpose, and it's okay for the rest of your life. No, you every level comes with every level comes a new devil. Yes, yes. Sometimes when I'm in this phase, when I'm feeling really bad, because you can feel like shit in those moments. Yeah. I can think like, I'm really feeling bad. I know, I'm growing. I know I'm supposed to learn something from this. But then this is really hard.



Tony Martignetti 19:12

It's one of the things that comes to mind or on purpose, and I wanted to share it now is this element of like, you know, you have those feelings you have those moments when it's like starts to come to being and then you say yourself, now I have this insight, this knowledge. But as the old quote says, like knowledge without action is useless. So the biggest thing you can do about your purpose, when it starts to reveal itself, is to lean into it and say, What can I do to put this into action? What can I do to make this something that even if it doesn't become like immediate, because none of this is immediate takes time to really reveal itself and to really become something? What is the next thing you can do to test that?



Murielle Machiels 19:57

Yeah, great advice. Yeah. And so you've also written a book, climbing the right mountain. And so in our little discussion before the podcast I was telling you, why are so many leaders climbing the wrong mountain putting so much effort in climbing the wrong mountain?



T Tony Martignetti 20:22

Well, there's a couple of reasons but I'll start with the most obvious one is we we tend to get stuck in this path of like, what the world society in general tells us that success looks like, we define success based on what, you know, the Define, you know what everyone else thinks success looks like, like you go and you say, well, you should want to be the C suite, you should want to have all these things, and the material success. And so you start to drive down that path of saying, Okay, if I don't, if I don't measure up to what everyone else sees as success on social media, then I am a failure. And that means I got to work even harder. And that means that I get to do the things that you know, even though I don't like what I'm doing, I'm going to do them. And that might mean sacrificing things that I care about, like spending time with family, my health, my time with friends, you know, so many things along the way, you're, you know, that's the thing that a lot of us find is we get to this top of this mountain, and then you realize, I'm here, okay, I got to the place where, quote, unquote, I've made it. And I don't like who I am on the inside. And I want to, I don't like the view, and I want to get on a different mountain. And so I think that's where a lot of people find themselves is that you know, unfulfilled on the inside, although on the outside people see this picture of success. Yeah. So climbing the right mountain is not without its struggles. I'm not saying oh, we shouldn't want to be a CEO, we shouldn't want to be striving big things, we should absolutely do it. But do it for the right reasons. Do it based on your own terms of success. You define it based on who you want to be, and how you want to be, and not based on what everyone else says you should want for yourself. And then sometimes, yeah, and sometimes it starts at a very young age. I mean, I know that for my story. That's how I mean, I love my parents, you know, God rest her soul. They're both passed, but they they programmed as a young age to want a certain thing, and work hard to get it. And yeah, anyways, I digress.



Murielle Machiels 22:43

Yeah, no, and it's and it's hard to, to to free yourself from that, I, when I started, I also had the titles like you, we were both in the corporate world. And then you start as a coach, or as a consultant, or whatever. And you are at this network event. And where people look at the badges. And I remember, in the beginning, people would look at my badge. And in the past, they were immediately interested in me and they stayed and they talked just before I had just because I had the title, CEO. But then when I only had the title of coach or consultant, or just the name of my company, which wasn't famous, then I would really see people look at it, and then go away. And it was hard at the beginning. So I was following my purpose. But I really had to adapt to that face. Yeah, and this



T Tony Martignetti 23:49

is why it's not to diminish people's hard work, because honestly, you know, the title, it is a badge of honor and a sense people say like I worked hard to get here. And that's great. A title is all made up, through all meet up. And And honestly, like that's the one thing that is really challenging is that if you're going to measure yourself just based on the title, instead, look at the things that you've accomplished, and be proud of what you've accomplished. Many people I run into, and that's why I talk about accomplished leaders is that they are like they accomplish something totally, you know, I'll say badass, accomplish things that like most of us would be like, Are you kidding me? That's amazing. And then they'll just be like, yeah, whatever and on to the next thing, because they they diminish, they don't celebrate, they diminish the things they've done, and then they move on to the next thing because they see someone who's, who's right around the corner or who's on you know, on you, they've got their mind set on the next thing and it's like, wow, okay, well, good for you. But at the end of the day, you know, measure yourself based on who you were yesterday. They're not who, you know, don't try to be Oprah Winfrey. And you know, and try to be like, you know, Simon Sinek, or some you know, Elon Musk, or whoever it may be, instead, just be the best you you can be. And what will happen is, when you look at the totality of your life, what you'll find is that you'll be knocking it out of the park and have a legacy you can be so proud of.



... ..



Murielle Machiels 25:22

Yes, come I get excited. And I know it's this with myself that I'm the most successful when I let go of the need to be successful. Yes, yes, yes, it's when I have when I compare myself to others, and think who they are doing better there are already having a company with a several million euros. And then I think I'm nowhere. And I'm looking to do things to be successful. That's when I'm not successful, I'm successful, when I managed to stay myself and connected to my purpose.



Tony Martignetti 26:05

Yeah. And when you do that, as this comes back to our conversation from earlier, which is to say that when you when you show up from a place of like, being grateful for who you are, being who you are in a place that says I'm proud of myself, I mean, I'm, I am open to collaborating with others, and to seeing what's possible in abundant mindset. And what happens is, you radiate that, and people connect with that. Yeah, but if you come from this place of like, gosh, like, I'm not making it and this is not happening. And like, I'm not, you know, Oh, woe is me, I'm a victim. And nobody wants to do wants to, they don't feel that and then they say, Okay, well on to the next person, because I can work with this person if they're going to be that way.



Murielle Machiels 26:55

Yeah, exactly. And it's the same as a leader when you want people to follow you, if you do it. For like the right reasons. Yeah, by being yourself your most authentic self, it's so much more inspiring than when you just do it for the wrong reasons or because you're afraid that you will not deliver. And that's that's what I see a lot of people being afraid of not delivering what is expected from them.



Tony Martignetti 27:26

Yeah, I do. I also want to make sure that people don't have this feeling of like, Oh, it's always gonna be like, happy and optimism. That's not that's not what this is. It's about also knowing that I don't have the answers. But at the same time, I'm, I'm also very open to being wrong and open to navigating into the unknown, because that's what I'm being asked to do. And that's okay. Yeah. If you if this is something that is part of what you're into, as, you know, a person on my team as a person, part of my organization, then been awesome. Let's do this together. If this is not your back, this is not what you're into. You know, it's okay. You know, there's plenty people out there who are not me. Yeah, you know, so yeah,



Murielle Machiels 28:16

I also often so as long as you're happy you continue doing what you're doing. Yeah. But yeah. If you're if you're really happy and connected, because yeah, there are a lot of people who are like they have numbed themselves. So this, they are not really happy, but they're not unhappy, neither. They're just numb.



Tony Martignetti 28:40

Yeah, it's funny, you mentioned that, I'll just say this small thing for my book, which is, I created a four by four that described a few different people as how they show up, whether they're fulfilled unfulfilled, or, you know, showing up as doing versus being. And there's this one group that I identified as being fulfilled doing, where people kind of get

comfortable in the status quo, they just show up. And it's not to say that they're bad people, it's just they just get kind of like, numbed to the effect keep on showing up. Don't rock any boats, you know, don't do anything that's going to, to make anyone raise any flags, then I'll be okay. Yeah, that's great for a moment, but it fulfills



Murielle Machiels 29:32

and doing or unfulfilled and doing, fulfilled and



Tony Martignetti 29:37

doing because what happens is they feel fulfillment in the sense that they're okay for themselves to be in this space. At some point, they may fall out of fulfillment, because they may stop and say, wait a minute, what am I doing? I've been just kind of cranking this out and all of a sudden I feel as though why am I doing this? You know, There's also the unfulfilled doing, which is to say that you're doing doing doing doing doing and you're saying why am I not feeling satisfied, and you get to this place where you're, you know, you're on the verge of burnout. And you're saying, why is it that I do so much, but I don't get what I want. And then you have to turn turn it around and say, it's because I'm trying to do so much. And I have to stop doing so much. I have to actually slow down and say, what's the right thing? Who do I have to be right now? And I think that's the that's the, the turn that needs to be made.



Murielle Machiels 30:39

Yeah, I love it. That's, that's what I tell my leaders all the time. I say, you know, in today's time, it's not about knowing more stuff. It's not about having more stuff. It's not about doing more stuff. Now it's time to be to simply G.



Tony Martignetti 30:58

Yeah, it's a race to the bottom. Honestly, when you think about it, and I say the bottom. From the point of view of, you know, you may feel as though this is getting me to the top, but at some point, that bottom falls out and you find yourself at this place where you're saying, I'm burnt out, depressed, I've lost meaning. I know that feeling a bit too well. So I've been there in my past life.



Murielle Machiels 31:26

Yeah. And what I also see is that you know, when you're doing and people need you and, and what you did delivered something, even though you you're slowly exhausting yourself when you're not in this purpose. well aligned with your purpose. But I think there is this, this dopamine rush that a lot of leaders are into, you really are addicted to this dopamine. And it's not only with your with your phone, it's just with people needing you and you being necessary and delivering things and you get that rush and rush, but that's not making you happy.



Tony Martignetti 32:10

Yeah, it's so true. I mean, there's people who, you know, I'll say people, but it's really me, you know, you've gone, who've gone years without taking a time, the time off, because they think like, I can't take time off, I'm too much in demand. I'm too much, you know, I'm so important to this organization that if I take time off, they'll crumble. And it's

crazy. It's absolutely crazy. And so you know, there's this element of, you have to make yourself, you know, as a leader, you have to put yourself in a place where you are unnecessary. Exactly. And, you know, although that sounds awful, and it sounds like counterintuitive, it actually is beautiful, because it actually creates a situation where you say, I've now made it as a leader, to be able to say that my team knows what to do, how to do it, how to think like me, when I'm away, how to, you know, make the right decisions. And when I come back in, they update me and they say, this is what we did how we did it. What do you think? And you can say, yeah,



Murielle Machiels 33:17

yeah. And when you see later, yeah, and when you make yourself unnecessary, you create a lot of space, and space for something else. That's, I often say, I climb the ladder in an organization, because I always made myself unnecessary. And the next thing showed up that I wanted to do more. So yeah,



Tony Martignetti 33:42

yeah, you know, it's, I keep on thinking about this. I've been writing a piece about how you should have a goal that's so big that you that you alone cannot do it. And the bigger the goal, the better. I mean, there's the UN sustainability of the UN goals that they set for 2030. They're so big, you know, they're massive, but they they get a lot of people aligned on how to solve those goals. And I think it's beautiful when you get people thinking big, like, what is the big goal that if I didn't collaborate with someone else to get it done? It would never get done? Mm hmm. I



Murielle Machiels 34:24

completely agree. Although I see a lot of people getting there with the wrong mindset, because I believe you should have like crazy goals to change the way you think and think differently. But those should not be your budget. Because then you really think like, I will never make this there are so many leaders who that it's important for them to hit their targets and to feel good about it. And so when you make it your budget, With your bonus, and everything around it aligned to that, then it's not, then it brings more stress than then really energy. So I really love big goals, but realistic budgets.



Tony Martignetti 35:16

I love that clarification. And my prior life was in finance. So I love that you say that, because there was always an element of like, when you make plans, they have to be like, well informed with measured risks. And you, you know, you kind of take that tack, and you know that those plans are going to be thrown out the window eventually. But you have to make sure that they're realistic. And you know, but yeah, I think when I bought goals, they're about putting you in direction of something, not necessarily always to attain them exactly as they were laid out. But to really give you some directional sense of where you want to go. And I think that's important. So when you have a big goal, it doesn't matter if you didn't get to the moon, it What matters is you at least put yourself to murder.



Murielle Machiels 36:07

Yeah, right. Yeah, yeah, no, completely agree. But I'm saying this, because I see so many people also being crushed by every year having higher and higher targets that they think they're not realistic. So why even try, I will not make it. And I know, I also had that I had private equity shareholders. And sometimes they asked for me a very optimistic

budget, and then they removed all the investments and the costs, and I still had to make the revenues. Well, I would say for me, then I feel as a failure every time because I never reach that. So I need like, the really big dreams for thinking but realistic expectations for your targets. And financial targets, especially

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Tony Martignetti 37:01

with you just made me think of one of the my favorite sayings that I share with people is that I say that expand your vision, narrow your focus. And the reason why I love that is because oftentimes that we're when people feel stuck. They're like in this place where they're like they don't have, they haven't dreamt big enough, or they haven't thought about a way out of their situation. So it's like you got to expand your vision seed bigger than what you currently are seeing. Everything is possible. Yeah, everything is possible. Not you know, we're not taking a budget yet. But you have to expand out and see what are the options that are available to you first. And so once you've done that, then you have to narrow your focus to realize I can't do it all. In fact, I personally can't do it all. So what I have to realize is that, who can I am list to ensure that when I'm focused on the actual execution, how do I get that execution done? What am I next we're gonna do next? And what can I have other people do next? Either way, it has to be like, what is the focus of that? The next movement that I'm going to take from that view of options?



Murielle Machiels 38:13

Yeah, yeah, but that's so hard when we're in an economy that is driven by figures. And yes, and we need predictions, you, you have to predict your future earnings. And everything is based on that. And that at the same time, it limits people I find, because then they think, oh, that's possible. And on the limits people to think as if everything was possible. But then when you think like, everything is possible, please don't translate that immediately, in figures. Because otherwise you can people get afraid and and won't move then. Yeah, that's creativity.

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Tony Martignetti 39:03

It reminds me of a story from way back in the day, I used to when I was in my corporate life, I remember, you know, working with a CEO who often would push back to the the to wall street and say, you know, you know, I can give you these projections and tell you exactly how things are gonna play out. But it regardless, what's most important is, you know, this is a biotech company, is what are we going to do for the patients and what are we going to do to help them and that that is what's most important, I don't really, you know, you can discount my stock, you can do whatever you want to, to, you know, disparage our ratings, but ultimately, what's most important, is how are we helping patients?



Murielle Machiels 39:48

Yeah. And profit follows purpose. Yeah,

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Tony Martignetti 39:52

yes, exactly. And so I think that's what's, you know, you're right, that we shouldn't be attributing numbers and honestly, the right company With the right intentions, they'll come in, they'll say, Okay, great, I get it, that we, that money helps us to stay in business. It helps us to flow, you know, to flow with ease. But ultimately, we have to get

back to, to the foundations of why we're doing this. And if we're doing it for the right reasons, and we know what the next step we're going to take, then that should be the only thing that's most



Murielle Machiels 40:28

important right now. Yeah. Completely agree.



Tony Martignetti 40:31

That creates value.



Murielle Machiels 40:33

And yeah, the real value. Yeah. And yeah, yeah. So maybe we can talk now a little bit more about you because this podcast is rebel leader with a heart. So I'm also curious to know what is your rebel sides? I already saw a little tattoo there when you were moving? Oh, yes. But otherwise, what is your rebel sides?



Tony Martignetti 41:02

Yeah, I would say that now, for me. The first of all, the tattoo comes from my time traveling in India, which was an amazing experience. I'm, I'm big on adventure. I love climbing mountains, I love being out there in the world. Yeah, I mean, one of the parts of it for me is that it's not just about, okay, like, put me on a beach, and now enjoy the, you know, the sand and all that. I like going and experiencing, you know, what it's like for people in different parts of the world, and how they are experiencing their area of the world, and their history that brought them to where they are, like, I've been to places like Cambodia, and then to, to Poland, I studied business in Eastern Europe. So for me, you know, I rebel for, you know, really, under an understanding of people, I rebel for people's stories. And I really want to make sure that people get heard their voices are really, you know, shared the world as much as possible. Because they, I think, for so long, I held myself back from being truly who I was, I'm going to share a small little story, just to give you an insight into this is that I was an artist, as a child, I drew paintings, and I drew with, you know, with pens and pencils, and then painted a bit. And I was all about creating emotional experiences with rooms, very interesting things. But I decided to throw that all away and go into pre med, pre med as a student, and then eventually got into business. In the reality is that I saw myself as I'm a finance person, so therefore, I put myself in this box, this is who I am, I have to act a certain way to be a certain way. And that defining myself in a certain way, really was restricting. Until I allowed myself to free myself from that box and see that I can be the creative person who I was, I can be the Explorer, the adventure who I've always wanted to be and used to be. And that's what really got me to open up to seeing that I can be a vehicle for helping people to unleash their voices in the world. So yeah, beautiful. Thank you.



Murielle Machiels 43:30

Yeah, it's beautiful. And, and I love what you say. And it comes back to being who do I want to be because once you change the who I want to be you start acting differently and get different kinds of results.



Tony Martignetti 43:47

Absolutely. Absolutely. Now I do have my bad days. So there



Murielle Machiels 43:54

we go back to our years and what others expect.



Tony Martignetti 43:59

Yeah. But that's okay. And then what I do is I reconnect with, you know, what it is that lights me up? What are the things that I'm that I'm here for? And then it brings me back to center, and then it gets me back into the work that I do. So yeah,



Murielle Machiels 44:12

yeah. Well, thank you. Thank you. So where can people find you?



Tony Martignetti 44:18

Well, the best place for you to find me is my website, which is inspired purpose coach calm. And if you go there, you can take your assessment to find out where you are in your leadership journey. You can also check out my podcast, virtual campfire podcast, which is been a great experience for me. For me, I feel honored to be able to be the vehicle for people's stories. And the last thing I'd mentioned is my book is on Amazon. It's called climbing the right mountain and it's a it's a brief read. So it's not like a big novel. But the reason why I did that is on purpose. I wanted people to really take it in And see that it's, it's packed with a lot of great insights that will get you where you want to go really quickly.



Murielle Machiels 45:07

It's for busy leaders.



Tony Martignetti 45:08

Exactly, exactly. And thank you so much. This has been so enjoyable.



Murielle Machiels 45:15

Yeah, I also love the conversation. Thank you very much. I loved Tony's energy and presence, and I hope you felt it too, and got some great strategies to live a more fulfilling life. It's often about small things, like Tony says, looking for clues in your job and everyday life and then taking small steps towards that purpose. You can dream big as if everything is possible. And we'd really encourage you to do that. But then start with small steps. That's how you become unstoppable. Yeah, you finished another episode of rebel leader with our hearts. If you want more, go to rebel leader with a heart.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 weed you rebel leader with a hearts

