

# ARMA Greater Columbus March 2021 Chapter Meeting

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## Transcript

00:00 - 00:04

**Mark Conrad**

This conference will now be recorded, OK?

00:05 - 00:11

**Redman, Janice J (janice.redman)**

Ok, Good afternoon, for e-mail or Mark.

00:13 - 00:14

**Redman, Janice J (janice.redman)**

Monthly money.

00:16 - 00:17

**Redman, Janice J (janice.redman)**

Hope everyone, everyone.

00:18 - 00:19

**Redman, Janice J (janice.redman)**

I think I'm going with it.

00:21 - 00:22

**Redman, Janice J (janice.redman)**

So I won't.

00:24 - 00:25

**Redman, Janice J (janice.redman)**

Joy.

00:27 - 00:28

**Redman, Janice J (janice.redman)**

For speaker.

00:29 - 00:30

**Redman, Janice J (janice.redman)**

Joy?

00:31 - 00:32

**Redman, Janice J (janice.redman)**

Well, I had an 11.

00:36 - 00:36

**Redman, Janice J (janice.redman)**

I'll be back with.

00:37 - 00:37

**Redman, Janice J (janice.redman)**

You.

00:40 - 00:40

**Joy Nelson**

All right.

00:40 - 00:43

**Joy Nelson**

I think we're going to have Harry actually say a few things.

00:43 - 00:45

**Joy Nelson**

There's a couple of minutes before.

00:49 - 00:50

**Joy Nelson**

Perry.

00:50 - 00:50

**Pari Swift**

Yep.

00:50 - 00:51

**Pari Swift**

Thank you.

00:53 - 00:54

**Pari Swift**

I am ready.

00:56 - 01:00

**Pari Swift**

Education slash seminar Director for Greater Columbus ARMA.

01:00 - 01:12

**Pari Swift**

And I am proud to tell you that registration is open for our spring seminar, which will be held virtually on Thursday, May 20th.

01:12 - 01:19

**Pari Swift**

We're going to have I attend 12 session, and acute, a fourth session when you register your register for bowl.

01:19 - 01:25

**Pari Swift**

The first session is the unique challenges of managing records at the White House.

01:25 - 01:30

**Pari Swift**

So we have the White House Director of Records Management.

01:30 - 01:32

**Pari Swift**

We'll be spending the first two hours with us.

01:32 - 01:38

**Pari Swift**

He has been in records management at the White House in various positions for close to 30 years now.

01:38 - 01:41

**Pari Swift**

So I think he has a wealth of stuff to share with us.

01:42 - 01:43

**Pari Swift**

So that will be pretty exciting.

01:44 - 01:48

**Pari Swift**

And then our afternoon session is Artificial Intelligence and Information Governance.

01:49 - 01:57

**Pari Swift**

And we have James Sherk from Baker Hostettler and Emily Fidelis from Colgate Palmolive.

01:58 - 02:12

**Pari Swift**

And they're going to be talking about various approaches to artificial intelligence and technologies and how we might be able to implement some of those things in our, in our work.

02:13 - 02:16

**Pari Swift**

So I hope to see a lot of people.

02:16 - 02:19

**Pari Swift**

Please spread the word, pass this information on.

02:19 - 02:21

**Pari Swift**

This is going to be a pretty exciting seminar.

02:22 - 02:24

**Pari Swift**

So I'm very much looking forward to it.

02:24 - 02:26

**Pari Swift**

I missed last year, spring seminars.

02:26 - 02:27

**Pari Swift**

I'm glad that we have it back this year.

02:28 - 02:37

**Pari Swift**

And the other thing that I want to bring up, just briefly, is, usually, around the same time as our spring seminar, we do officer election.

02:37 - 02:41

**Pari Swift**

And we do have a couple positions that are up for re-election this year.

02:42 - 02:48

**Pari Swift**

We're still looking for candidates to run for vice president and the community service director.

02:48 - 02:51

**Pari Swift**

So community service director is a two year position.

02:52 - 03:00

**Pari Swift**

And Vice president would be a three year commitment, because you're Vice

President President, and then past president, if anybody is interested in that.

03:01 - 03:02

**Theresa Krol**

I'm sorry.

03:04 - 03:05

**Pari Swift**

To us.

03:05 - 03:12

**Pari Swift**

You e-mail info, I N F O at ARMA columbus' dot org.

03:12 - 03:19

**Pari Swift**

And then we also have other positions that are up for election, including secretary, treasurer, um.

03:22 - 03:23

**Pari Swift**

Marketing and membership.

03:24 - 03:28

**Pari Swift**

But what we would really like to do, is, start to get more people involved.

03:28 - 03:35

**Pari Swift**

Even if you're not ready for a board position yet, there are several positions that would love to have some help.

03:35 - 03:39

**Pari Swift**

I would love to have some help with education and seminar next year.

03:39 - 03:45

**Pari Swift**

I know the treasurer and webmaster would be happy to take people onto their committee.

03:45 - 03:57

**Pari Swift**

So if you want to be involved and volunteers on how, but you're not ready for the board, again, reach out to that info at ARMA columbus' dot org and let us know what areas you might be interested in helping with.

03:58 - 04:01

**Pari Swift**

And we would be happy to to bring you on.

04:01 - 04:03

**Pari Swift**

So thank you, and I'll turn it back over to Joyce.

04:05 - 04:07

**Joy Nelson**

All right, thank you, Perry.

04:08 - 04:11

**Joy Nelson**

All right, let's get going on to our presentation.

04:11 - 04:13

**Joy Nelson**

Today, we have two individuals.

04:14 - 04:15

**Joy Nelson**

From Nebraska.

04:15 - 04:18

**Joy Nelson**

I actually found them on their Dubrovka ARMA site.

04:18 - 04:20

**Joy Nelson**

I want to welcome them.

04:20 - 04:28

**Joy Nelson**

We first have someone I worked with when I was back in Nebraska Corporation, Connie, Veteran.

04:28 - 04:30

**Joy Nelson**

She's the Vice President of Environmental.

04:31 - 04:35

**Joy Nelson**

She has more than 30 years of experience with environmental strategy.

04:35 - 04:39

**Joy Nelson**

She has a lot of knowledge and skills I can speak to.

04:39 - 04:39

**Connie Determan**

Them.

04:41 - 04:42

**Connie Determan**

He's.

04:42 - 04:52

**Joy Nelson**

Also one of the things that she notes on her profile is she has successfully litigated differing views with more than 50 participants require attention that's pretty bad.

04:54 - 04:57

**Joy Nelson**



And then, again, we have Beverly Crusher.

04:58 - 05:00

**Joy Nelson**

Is a doctorate, as I understand.

05:01 - 05:06

**Joy Nelson**

Is that Dorothy chair and Professor in Business Ethics and Society at Creighton.

05:06 - 05:07

**Connie Determan**

University.

05:07 - 05:11

**Joy Nelson**

Major campus in Omaha, Nebraska.

05:11 - 05:19

**Joy Nelson**

She's also the Founder and Senior Ethics for Business Ethics Alliance, which, I believe, is the one that provides a unique.

05:20 - 05:20

**Connie Determan**

City.

05:20 - 05:23

**Joy Nelson**

Level business ethics education.

05:23 - 05:27

**Joy Nelson**

Two, not only local, but also international business.

05:27 - 05:33

**Joy Nelson**

So I welcome you ladies, virtually, to Greater Columbus ARMA, and go ahead.

05:33 - 05:34

**Joy Nelson**

Thank you.

05:35 - 05:41

**Connie Determan**

Green is to see why I really enjoy working with China, and.

05:45 - 05:47

**Connie Determan**

We did this presentation for Nebraska.

05:47 - 05:50

**Connie Determan**

I'm not giving up our presentation rate.

05:51 - 05:54

**Connie Determan**

So you just have so much fun.

05:54 - 05:59

**Connie Determan**

I do a lot with records, so I got to know these folks Joining pretty well.

05:59 - 06:04

**Connie Determan**

Records are near and dear to my heart, so I love that you guys invited us here to just talk to this topic.

06:05 - 06:07

**Connie Determan**

Um, Mark, are you there?

06:12 - 06:13

**Connie Determan**

Did we listen?

06:14 - 06:18

**Connie Determan**

Yeah, Australia in your presentation this morning.

06:18 - 06:21

**Connie Determan**

So, thank you, Mark.

06:21 - 06:24

**Connie Determan**

So, yeah, that's our new, probably.

06:25 - 06:45

**Connie Determan**

Some other things in, this is really an interesting subject to end up talking a lot of both this, and that's why we do this talk more as a discussion because we just have some shows, and I've just frame that, the more I started talking about this department, new projects, when I visited people, it was really an interesting discussion.

06:45 - 06:50

**Connie Determan**

Really begged us to spend your time exploring why do we do this?

06:50 - 06:52

**Connie Determan**

What are ways to get over it?

06:52 - 06:59

**Connie Determan**

It's really interesting to, when you start recognizing it and talking about it, The conversations that we'll just go through.

06:59 - 07:05

**Connie Determan**

And, so, I want to encourage all of you to talk about it, and then also doing this whole

presentation.

07:05 - 07:09

**Connie Determan**

If you have questions or want to share some of the literature, please do join us.

07:09 - 07:10

**Connie Determan**

Kinda really do that.

07:16 - 07:22

**Connie Determan**

Right, so today's topics, you can click again, there, We've got three main things we've been talking about.

07:22 - 07:23

**Connie Determan**

Why do we beat ourselves up?

07:24 - 07:30

**Connie Determan**

So, why do we kind of do this, and talk about, starting to recognize, what is this negative self talk?

07:30 - 07:32

**Connie Determan**

You should start being able to do it.

07:33 - 07:34

**Connie Determan**

How can we stop it?

07:34 - 07:39

**Connie Determan**

So, things are going to talk through today, we sleep.

07:40 - 07:44

**Connie Determan**

So, just so, you know, my bedroom and an engineer.

07:44 - 07:47

**Connie Determan**

She is pregnant grandma of course.

07:47 - 07:50

**Connie Determan**

And you may suddenly got her out of the house.

07:50 - 07:52

**Connie Determan**

So they graduated from college.

07:52 - 07:55

**Connie Determan**

So, really leaves into this whole topic.

07:59 - 08:00

**bev**

There you go, thanks Bart.

08:01 - 08:03

**bev**

And wonderful to be with you, Bonnie.

08:03 - 08:08

**bev**

And so, I'm Ben Crocker, pronounced like the Cake mix Betty Crocker, but building the old German way.

08:08 - 08:12

**bev**

I come from Nebraska, you see harm pictures there, because I come from the farm.

08:13 - 08:19

**bev**

But then I went on and got a PHD In Philosophy and it ended up at Creighton University Teaching business.

08:19 - 08:23

**bev**

I've been there for about 30 years, and then started the Business Ethics, Elias.

08:23 - 08:26

**bev**

And so, we've delivered programs in the community.

08:26 - 08:30

**bev**

You see, some programs there were also, I'd love to travel.

08:30 - 08:45

**bev**

So, you see some pictures of China and Uganda, and I've done business ethics in those countries, and then you'll also see a picture of Jerry, My guy, and I at a baseball game, because like baseball, and the next to that we like hiking.

08:45 - 08:45

**Connie Determan**

So.

08:46 - 08:52

**bev**

That's a little bit about me, and I just want to reinforce what Connie said: Please the Chat is: open at: any time.

08:52 - 08:57

**bev**

Add some comments to the chat or spotless and that had conversation with us.

08:59 - 09:00

**bev**

Next slide, please.

09:03 - 09:11

**bev**

So the first thing like Connie said, what we want to do is just really define what negative self talk is, and why we beat ourselves up.

09:11 - 09:23

**bev**

So, you know, we have this, this inner conversation that's going on with us all the time inside of our head, and that conversation can be either negative or positive.

09:23 - 09:33

**bev**

That conversation comes from some logic, and reason sometimes, and sometimes it comes from misconceptions about who we are.

09:33 - 09:34

**Connie Determan**

So.

09:34 - 09:37

**bev**

The positive part, we're not going to talk about.

09:37 - 09:40

**bev**

Today, we're going to talk about the negative self talk.

09:40 - 09:50

**bev**

That happens to us, that often comes from misconceptions or misunderstandings about who we are, and it can even lead and go to the next slide, please.

09:56 - 10:12

**bev**

It can diminish the our abilities to really do the best that we can, and it limits our capacities and opportunities, because we have this winter conversation going on all

the time, and it just makes us step back, and really not who are best.

10:12 - 10:15

**bev**

So that's what negative self talk is.

10:15 - 10:16

**bev**

Next slide, please.

10:19 - 10:23

**Connie Determan**

So, you'll see the scatter presentation discussion.

10:24 - 10:30

**Connie Determan**

Things that bring something to me, and when I first heard this word for submarine, was like, Oh my gosh!

10:30 - 10:37

**Connie Determan**

That is what I do, things, just kind of bounce around my head, it, just keeps going back, and forth, and back and forth.

10:39 - 10:47

**Connie Determan**

When you start, recognizing, again, really does, during your energy, it takes away from being positive things.

10:48 - 10:52

**Connie Determan**

And sometimes, I find, it truly was just me, it was just me for celebrating.

10:52 - 11:00

**Connie Determan**

And so, I left, because there's just so much, because I thought, I'd do this, this is exactly my hand.



11:01 - 11:01

**Connie Determan**

Next slide.

11:04 - 11:04

**Connie Determan**

Right?

11:04 - 11:07

**Connie Determan**

So let's talk through some examples of negative self talk.

11:07 - 11:12

**Connie Determan**

And you know it's interesting as you start talking through what is negative self talk.

11:12 - 11:16

**Connie Determan**

And then some of these examples, you'll start hearing people see some of these things are moving.

11:18 - 11:19

**Connie Determan**

So that gives me pause.

11:19 - 11:27

**Connie Determan**

Just to tell you I'm talking to them saying, is you can certainly tell me about yourself.

11:27 - 11:31

**Connie Determan**

You seen some of the things you didn't, mean, those are close.

11:34 - 11:37

**Connie Determan**

To the reading room.

11:39 - 11:43

**Connie Determan**

Feel all these things, you just get yourself.

11:44 - 11:46

**Connie Determan**

I use this.

11:47 - 11:48

**Connie Determan**

Go ahead, def.

11:49 - 11:58

**bev**

Yeah, so cases so hard to do this virtually because you know, I would just jump in when Connie's talk and then she jump in.

11:58 - 12:01

**bev**

Audio is a bit off, yeah that's true.

12:01 - 12:02

**bev**

I'm noticing this in the chat.

12:03 - 12:10

**bev**

Maybe Connie if we nice talk a little slower even though the audio is muffled, it can help.

12:10 - 12:12

**bev**

Really funny.

12:13 - 12:15

**bev**

Examples of self talk for me.

12:15 - 12:18

**bev**

And then the rest of you please chime in on the chat.

12:18 - 12:20

**bev**

I've run marathons.

12:20 - 12:27

**bev**

And so as I'm training for the marathon or while I'm in it, I'm thinking I'm not gonna make it up that hill.

12:27 - 12:31

**bev**

I'm just not gonna be able to do it and that's negative self talk.

12:31 - 12:32

**bev**

When.

12:32 - 12:32

**bev**

I'm cooking.

12:32 - 12:35

**bev**

I think to myself, oh, I'm going to burn that.

12:35 - 12:37

**bev**

I'm not good at that.

12:37 - 12:40

**bev**

I know I'm going to burn it, That's negative self talk in.

12:41 - 12:41

**Connie Determan**

The workplace.

12:41 - 12:46

**bev**

You know, you come into a meeting, and you think People are looking at me.

12:47 - 12:57

**bev**

They're thinking, I'm not going to be able to pull this off, So you have negative self talk going on, or when you do speak up in a meeting, you think, Oh, my God, that sounded so stupid!

12:58 - 13:00

**bev**

After you're done talking.

13:00 - 13:02

**bev**

That's an example of negative self talk.

13:03 - 13:06

**bev**

Connie, do you have more examples and others?

13:06 - 13:09

**bev**

Please put examples in the chat room.

13:09 - 13:12

**bev**

We all do negative self talk.

13:13 - 13:17

**Connie Determan**

And I am still catching myself doing this.

13:17 - 13:20

**Connie Determan**

So, it really does fit into our lives.

13:20 - 13:33

**Connie Determan**

And, yes, the last thought I even heard this from a senior individual, the word we've seen previously or last year and so, they consider themselves a loser.

13:33 - 13:40

**Connie Determan**

And, again, we use when I'm saying this out loud, it's like, Oh, that really is linkages.

13:40 - 13:42

**Connie Determan**

So, touches, even shrewish so much.

13:42 - 13:47

**Connie Determan**

So, just to recognize when you start thinking through some of these examples.

13:48 - 13:52

**bev**

I'm going to add to that and Connie, when I want to talk see my fingers go like this.

13:52 - 13:54

**bev**

And so, that'll help us a little bit.

13:56 - 14:02

**bev**

You know, I just had a conversation on e-mail with my big boss at Creighton University.

14:02 - 14:09

**bev**

And after I finish the e-mail that I sent, I slap myself on the head and said, Why didn't I say that?

14:09 - 14:14

**bev**

Other thing that would really help him see that I, you know, I'm shining here?

14:15 - 14:17

**bev**

I'm 63 years old.

14:17 - 14:30

**bev**

I've had decades of experience talking to administrators and my boss, and it's still the case that after I have a conversation, I hit myself and they had thinking, why didn't I do that?

14:30 - 14:33

**bev**

Even better, I could have, I could have shown, even more.

14:34 - 14:43

**bev**

So I wanted to reinforce what Connie said, you get, even, you know, after years and years and years of this, the negative self talk doesn't go away on its own.

14:45 - 14:50

**Connie Determan**

Perfect, Winced slide, please, so, yeah, Examples are things like that.

14:52 - 15:03

**Connie Determan**

So, let me show you pictures of the finished projects took to get to the printer with dense careers.

15:03 - 15:08

**Connie Determan**

You didn't know the pain in the trainings that we speak to put this together.

15:08 - 15:10

**Connie Determan**

And that's typically the case.

15:10 - 15:14

**Connie Determan**

You can see how people got to be that you don't see the world through.

15:15 - 15:23

**Connie Determan**

So, we'll talk through some of those truths as to how do things look at your career path.

15:23 - 15:27

**Connie Determan**

So you're successful, and you're really pulling it for yourself.

15:28 - 15:29

**Connie Determan**

Next slide.

15:37 - 15:45

**bev**

We also notice that social media is driving some of this negative self talk.

15:45 - 15:52

**bev**

You know, people are on Facebook, LinkedIn, e-mails, like Instagram, or Snapchat.

15:53 - 15:59

**bev**

And all of these technologies are making it the case that our lives are more public.

15:59 - 16:16

**bev**

And so, when we see what other people are doing, and then we compare ourselves to them, we go, Oh, I'm not doing as much as they are, And so that, once again, drives the negative self self talk.

16:16 - 16:22

**bev**

I don't know if any of you have seen the recent movie that came out on Netflix.

16:22 - 16:24

**bev**

It's called Social Dilemma.

16:24 - 16:32

**bev**

If you have not seen the documentary, please look it up, and I'd have your whole family Watch it.

16:32 - 16:45

**bev**

It's a really great movie that talks about what the technology company have been doing with their algorithms, and with their human computer interaction in order to drive engagement.

16:45 - 16:49

**bev**

But by driving engagement, they're not really thinking about the wrapper.

16:51 - 16:58

**bev**

On social media, and now they're recognizing it inside our app in.

16:58 - 16:59

**Connie Determan**

That era.



17:00 - 17:00

**bev**

Have.

17:00 - 17:01

**bev**

Quit company.

17:02 - 17:08

**bev**

Because they're not comfortable with the unexpected and negative consequences.

17:08 - 17:10

**bev**

I'm going to tell a very quick story.

17:10 - 17:12

**bev**

Oh, it looks like somebody has seen the documentary.

17:12 - 17:13

**bev**

Wonderful.

17:14 - 17:17

**bev**

There's a little girl that's in the documentary.

17:17 - 17:18

**bev**

Excuse me.

17:18 - 17:20

**bev**

She's maybe 12 years old.

17:20 - 17:22

**bev**

And she take selfies of herself.

17:23 - 17:24

**bev**

Excuse me.

17:24 - 17:27

**bev**

And then she post them on Snapchat.

17:27 - 17:33

**bev**

And she waits for people to respond to her to get that positive self talk in her.

17:33 - 17:37

**bev**

And when people respawn, many of them are saying, Oh, you look really great.

17:37 - 17:38

**bev**

That's a wonderful picture.

17:39 - 17:52

**bev**

But there's one person that responds and says, Oh, you have really big ears, and so she gets that back in her, and she thinks about that, as opposed to all the other positive stuff.

17:52 - 18:00

**bev**

And for the rest of the movie, you see that she slowly degenerate into having her hair more and more over her ears.

18:00 - 18:05

**bev**

So people aren't seeing it because she thinks now she has big years.

18:06 - 18:13

**bev**

So all of the things that are happening on social media are also driving this negative self talk.

18:14 - 18:15

**bev**

Next slide please.

18:18 - 18:21

**Connie Determan**

He's my son coming through.

18:27 - 18:29

**Mark Conrad**

You're still a little muffled your microphone.

18:31 - 18:33

**Connie Determan**

Ok, Clear.

18:33 - 18:33

**Mark Conrad**

Sun.

18:34 - 18:34

**Connie Determan**

Ok?

18:35 - 18:40

**Connie Determan**

Continued on, speaks in suits and So, one of the.

18:42 - 19:03

**Connie Determan**

Most definitely seen an EMT negative so time consuming does a lot of leadership thinks she is leadership in an injunction minstrels Pearson leads to disgruntlement because the computers container cougars feeding soon.

19:06 - 19:09

**Connie Determan**

Because we don't think we're really, this person's doing something.

19:11 - 19:21

**Connie Determan**

So again, as you start working with a regular self talk, if you start having these conversations about, you're comparing yourself to others, try to break.

19:21 - 19:24

**Connie Determan**

That, is not really true or is.

19:27 - 19:30

**Connie Determan**

This inflammation or story to myself?

19:31 - 19:32

**Connie Determan**

Next slide.

19:37 - 19:41

**Connie Determan**

So things, and you'll see this throughout the presentations are getting capture things.

19:43 - 19:48

**Connie Determan**

That helped me with my career path and things that speak to me.

19:48 - 19:57

**Connie Determan**

So besides Perseverate, and that's, like, this is another one that, again, we all do things differently.

19:57 - 19:59

**Connie Determan**

We do differently than.

20:01 - 20:04

**Connie Determan**

You shouldn't do that comparison.

20:04 - 20:18

**Connie Determan**

We might be having different skills, are different streams, but if we're comparing ourselves, and that's taking away our junior fueling or negative term, then again, that's something or when they didn't sign, it will talk through how to capture that.

20:19 - 20:22

**Connie Determan**

So then dress, Next slide.

20:29 - 20:31

**bev**

So, recognition.

20:31 - 20:51

**bev**

So, building on what Connie says, the first step toward self knowledge is recognizing who we are, and in this case, it's recognizing that we all participate in negative self talk and then recognizing those particular examples of when it's happening.

20:51 - 20:52

**bev**

So, next slide, please.

21:01 - 21:04

**bev**

So, this recognition, though, I'm in Chat.

21:04 - 21:11

**bev**

I asked you to tell us how you recognize your negative self talk.

21:11 - 21:19

**bev**

Because the first step is this recognition, so what are the things that frustrate you at home and then at work?

21:19 - 21:23

**bev**

So, I notice that I feel lonely sometimes.

21:23 - 21:34

**bev**

I've been the only female in the room many times, and I feel lonely and left out, because the guys will talk to each other, and they won't talk to me.

21:34 - 21:50

**bev**

So that's one time I will then recognize when I go down the path of beating myself up, for what I don't say or should say, another time that another thing that I recognize is a kind of sadness in me.

21:50 - 21:59

**bev**

When I'm in a meeting, let's say, or when I'm working with my family or doing something with my family, there's a kind of sadness that comes over me.

22:00 - 22:09

**bev**

And I really look at that sadness or alternatively it might be an anger that comes up why I really examine what that is.

22:09 - 22:15

**bev**

I can see that it's a kind of negativity that's building up in me and I'm saying things to myself.

22:15 - 22:21

**bev**

If I stop myself long enough to see that I'm participating in this negative self talk.

22:22 - 22:33

**bev**

But recognizing those emotions can really help us take that first step of seeing what it is that happens when we have the negative self talk.

22:35 - 22:37

**bev**

So next slide, please.

22:41 - 22:41

**Connie Determan**

Some.

22:44 - 22:55

**Connie Determan**

Things You Can you just capturing of concepts of what frustrates you, so why isn't this isn't a new?

22:58 - 23:07

**Connie Determan**

Things up and move to step back and say, Where should it go home and deal with it?

23:07 - 23:15

**Connie Determan**

So, when I go to projects or teams, you can hear some of our frustrations.

23:15 - 23:20

**Connie Determan**

I just start date, string.

23:20 - 23:24

**Connie Determan**

So we can start looking into the hangout.

23:25 - 23:31

**Connie Determan**

So, there's some other opportunities to improve operational efficiency.

23:31 - 23:37

**Connie Determan**

You can really started it until you identify listed out, so we can list your.

23:40 - 23:40

**Connie Determan**

Frustrations.

23:42 - 23:43

**Connie Determan**

Next slide.

23:44 - 23:47

**bev**

I'm going to add to that as you go to the next slide.

23:47 - 23:57

**bev**

Connie is a quilter, and so I love the analogy she brings here to help us understand how she recognizes the no negative self talk.

23:57 - 24:03

**bev**

I'm not a Quilter, I have a logical mind, like Connie, but I am a list person.

24:03 - 24:10

**bev**

And I know Connie is as well, but so I have begun to next to the list of things I have to do.

24:11 - 24:27



**bev**

I'll actually just jot down some stuff that's going on inside my head, on that list that I have, And, once again, getting it out of us, and to be able to recognize it in a list, or whatever, is so helpful for that first step.

24:28 - 24:40

**Connie Determan**

Absolutely, And that's exactly what, it would be nice things.

24:43 - 24:44

**Connie Determan**

We're.

24:47 - 24:48

**Connie Determan**

Doing this.

24:48 - 24:50

**Connie Determan**

Why is this frustrating, me?

24:50 - 24:53

**Connie Determan**

Is the reality, or is it negative?

24:55 - 25:00

**Connie Determan**

Going through this whole process was just stories in my head.

25:00 - 25:07

**Connie Determan**

It was truly, you know, we do work with some folks, Next slide.

25:11 - 25:20

**bev**

I love this, visual people, the heaviest burdens that we carry or the thoughts in our head and look at that heavy head, OK?

25:20 - 25:24

**bev**

We've all carried a lot of physical burdens.

25:24 - 25:33

**bev**

So, you know, how much it takes to, you know, carry bricks, you know how much it sometimes takes to carry our groceries in from the car.

25:33 - 25:50

**bev**

Sometimes when we've been shopping, you know, things are really heavy, but that physical weight is nothing compared to the psychological weight we carry when we have negative self talk and Connie had referenced this a little bit earlier.

25:51 - 26:03

**bev**

It's not only the heaviness That happens just a physical sense of feeling heavy, but there's so many physical implications from negative self talk.

26:04 - 26:13

**bev**

Diabetes can happen from, the stroke, can happen from this, heart problems happen, because of the stress that's associated with negative self talk.

26:14 - 26:25

**bev**

So, it's a heavy burden that we carry, psychologically, as well, as physically when we partition allow ourselves to participate in this negative self talk.

26:26 - 26:27

**bev**

Next slide, please.

26:28 - 26:36

**Connie Determan**

Jason, Visual, and as soon as this visual breakthrough pairs.

26:39 - 26:50

**Connie Determan**

So, you take things that encourage you, and helps you to stop and making these things that are impacting me, taking your energy, your frustrations.

26:51 - 26:58

**Connie Determan**

Again, in your career plan, you know, we're talking a lot about frustrations because we're talking about negative self talk.

26:58 - 26:59

**Connie Determan**

You know?

26:59 - 27:13

**Connie Determan**

But you're servicing your successes, your list, your motivation, and, again, like with leaders, they will have to bear, evaluate, always can get opinions from others, take a pause, digest it, and look at it.

27:13 - 27:24

**Connie Determan**

If you don't look at it and step back, you know it'll just become recycle waste per server reading, which is what I can do.

27:25 - 27:26

**Connie Determan**

Ok, yeah.

27:26 - 27:27

**bev**

That's a good point, Connie.

27:27 - 27:29

**bev**

It's not enough to notice it.

27:29 - 27:38

**bev**

You need to take a little bit of time to analyze it and to, to say, hey, this is happening, and then, like you said, I'm just gonna repeat.

27:39 - 27:43

**bev**

It's really good to talk to other people about this, to get opinions from others.

27:43 - 27:46

**bev**

This is one of the beauties of my friendship with Connie.

27:46 - 28:00

**bev**

Is that not only do we talk about other things in our lives, but we talk about the fact that we do this, and we talk about the particular things we say or do that leads to that negative self talk.

28:00 - 28:06

**bev**

And then we can help each other, not only in the recognition, but in the next steps to getting rid of it.

28:07 - 28:08

**Connie Determan**

Absolutely.

28:09 - 28:10

**Connie Determan**

Next slide.

28:16 - 28:17

**Connie Determan**

See the tribals.

28:18 - 28:19

**Connie Determan**

So.

28:21 - 28:24

**Connie Determan**

You could keep going down, and we'll see if I can try, and we shall.

28:24 - 28:26

**Connie Determan**

See if that helps.

28:28 - 28:29

**bev**

Aye.

28:30 - 28:32

**bev**

Confusion you're following:.

28:33 - 28:39

**Connie Determan**

Well, Margaret said that He thought, maybe if I call them will be something that would be a better.

28:42 - 28:43

**bev**

Oh, I see.

28:43 - 28:48

**bev**

Ok, so just tell everybody what's happening that the pac man is not sounding.

28:49 - 28:54

**Connie Determan**

Yeah, the lesson to learn but that's OK, technology and screen.

28:57 - 29:11

**Connie Determan**

To really plan when you start listing everything up on your plan, your frustrations, your concepts, things that frustrate you and then again, you'll see we did the pac man in the frustration.

29:11 - 29:19

**Connie Determan**

In that sense coming off your career being able to identify things that energy and how to move your career forward.

29:21 - 29:22

**Connie Determan**

Next slide.

29:25 - 29:30

**Connie Determan**

Alright, so now we'll talk some steps on how to stop negative self talk.

29:31 - 29:32

**Connie Determan**

Next slide.

29:35 - 29:47

**Connie Determan**

Right, so, both print and particularly on the dream gained for each, National Geographic has just showing how your brain works, and it's really a great show.

29:47 - 29:48

**Connie Determan**

I love it.

29:49 - 29:55

**Connie Determan**

So, clips over into our presentation to talk through that supported.

29:55 - 29:55

**Connie Determan**

The.

29:58 - 30:02

**Connie Determan**

Quick clip going to negative to positive.

30:02 - 30:04

**Connie Determan**

So follow the instructions.

30:04 - 30:05

**Connie Determan**

It's really quite amazing.

30:08 - 30:09

**Connie Determan**

They can be.

30:09 - 30:10

**Connie Determan**

Shown on your screen.

30:10 - 30:14

**Mark Conrad**

We want you to stare at the three colored dots near the woman's eye.

30:15 - 30:24

**Mark Conrad**

Keep staring at this photo negative because in just a few seconds, something positively amazing is about to happen, but it only works if you follow our instructions.

30:24 - 30:27

**Mark Conrad**

So keep your eyes focused on those colored dots.

30:27 - 30:40

**Mark Conrad**

Now, when we say go, this image will change and we want to switch your focus from the colored dots to an X that will appear on your screen and stay focused on that X, even after the image changes.

30:40 - 30:46

**Mark Conrad**

Got it, OK, the image will change in 3, 2, 1.

30:48 - 30:50

**Mark Conrad**

Do you see the woman's face in full color?

30:51 - 30:59

**Mark Conrad**

Now, it may look a little blurry but the positively bizarre thing is that except for that X, your screen is completely blank.

31:00 - 31:01

**Mark Conrad**

How is this happening?

31:02 - 31:07

**Mark Conrad**

As it turns out, the power to go from negative to positive is all in your head.

31:10 - 31:12

**Connie Determan**

I didn't see the image.

31:14 - 31:15

**Connie Determan**

Maybe.

31:17 - 31:18

**Connie Determan**

Yes, it worked.



31:24 - 31:24

**bev**

Cool.

31:30 - 31:30

**Connie Determan**

Hello.

31:30 - 31:37

**Connie Determan**

It's really quite amazing when you start looking at a good job.

31:37 - 31:38

**Connie Determan**

And so, this is going to.

31:40 - 31:44

**Connie Determan**

Share with you, from negative to positive in civil.

31:44 - 31:46

**Connie Determan**

Society are, really shows how you're doing things.

31:50 - 31:51

**Connie Determan**

All right, next slide.

31:54 - 31:58

**Connie Determan**

So, again, this is kind of my crew to look at things.

31:58 - 32:13

**Connie Determan**

And so, looking at my ideas and beliefs in India, what's taking energy from what's not working, because, again, things like, say cruelty and so those things are ways so this

is going.

32:15 - 32:17

**Connie Determan**

That's a career plan.

32:18 - 32:19

**Connie Determan**

Next slide.

32:23 - 32:29

**Connie Determan**

First off, it's pretty simple with all of the research and research and technology, just smile.

32:30 - 32:35

**Connie Determan**

That's one way to start, contracting, junior, regular, so we'll talk.

32:35 - 32:42

**Connie Determan**

So, try to think through how you will smile, and that really does start sending you off positive trejo.

32:43 - 32:44

**Connie Determan**

Next slide.

32:45 - 32:55

**bev**

I'd like to make Yeah, and as we move on to the next one, this thing about smiling is pretty interesting, however, for females, in particular.

32:55 - 32:59

**bev**

And I noticed that there are a number of female participants here.

33:00 - 33:02

**bev**

Sharks, smile, Lots of laugh.

33:02 - 33:03

**bev**

I love that, Joy.

33:03 - 33:03

**bev**

Thank you.

33:06 - 33:10

**bev**

There's an expectation that women smile, anyway.

33:10 - 33:24

**bev**

Has anyone felt that in the workplace, in the volunteerism that you do, there are there's research to show that women are expected to smile in a way that men aren't.

33:25 - 33:40

**bev**

So it's a delicate dance here, recognizing that that is a social norm in the United States, but also recognizing that it's a tool for us to use in order to overcome the negative self talk.

33:40 - 33:52

**bev**

So one of the things I've done some times in order to kind of balance these two things is, I'll smiled and myself, I'll still use the muscles in my face, because that's what Connie was saying.

33:52 - 33:54

**bev**

There's something that feeds our brain.

33:54 - 33:56

**bev**

When we use those muscles in our face.

33:56 - 34:03

**bev**

It goes to our brain and helps stop the negative self talk, but maybe I'll do it in such a way that I'll look sideways.

34:04 - 34:10

**bev**

And I'll do the smiling, or all look down or put a piece of paper in front of my face.

34:10 - 34:18

**bev**

There are techniques you can use to do the smiling, but also overcome the social norm.

34:18 - 34:20

**bev**

Connie, do you know what I mean by that?

34:25 - 34:31

**Connie Determan**

Can we figure out the things that are going to keep on that path being positive.

34:35 - 34:45

**Connie Determan**

How many simple things, again, please, and thank you, Susan, just simple things to head, down that path to being able to look at things.

34:45 - 34:57

**Connie Determan**

Because, again, if we can get out of the process, you really will be able to focus on things that are important for you to accomplish things you need to do.

35:00 - 35:01

**Connie Determan**

Next slide.

35:05 - 35:09

**bev**

So, this is one of the things I do for negative self talk.

35:09 - 35:14

**bev**

This is what I literally carry in my billfold every day.

35:15 - 35:26

**bev**

If this is something I got my from my beloved and lorraine, she died about two years ago, and as we were going through her purse, we found that she had carried around this.

35:26 - 35:26

**bev**

Don't.

35:26 - 35:34

**bev**

You quit And it was old and decrepit and we figured that she'd been carrying around for years of her life.

35:34 - 35:40

**bev**

And Lorraine was a farmer and a stoic and you wouldn't know that she had any emotions.

35:40 - 35:41

**bev**

She was very stoic.

35:42 - 35:47

**bev**

But things like this got inside of her, and she just wouldn't quit.

35:47 - 36:01

**bev**

And so what we did in the family, as we made these and laminated them for ourselves, and now each one of us are carrying this around in our billfold in order to overcome, you know, the negative self talk.

36:01 - 36:05

**bev**

Like, I could keep, I'm gonna quit, it's not, I'm just done with that.

36:05 - 36:13

**bev**

I'm not doing well, nobody thinks, I'm doing well, I don't think I'm doing well, but we pick this up and we look at it.

36:13 - 36:16

**bev**

And we say, by gum, I'm not going to lead that.

36:16 - 36:18

**bev**

I'm not good enough.

36:18 - 36:19

**bev**

Get in my brain.

36:19 - 36:23

**bev**

I'm going to instead not quit, just like antler right.

36:24 - 36:26

**bev**

So that's one of the things I do.

36:26 - 36:27

**bev**

Next slide, please.

36:32 - 36:45

**Connie Determan**

Looking at things that motivate you, these things, that, you know, where they can sit in thinking through transited sites, and, you know, really didn't know where these negative self talk show item view.

36:46 - 36:53

**Connie Determan**

So then you're able to really sit back and say, what does go in this direction?

36:54 - 36:56

**Connie Determan**

So we might choose what if I can fly?

36:57 - 37:02

**Connie Determan**

If you start sensing the loser, I never advance, they don't like.

37:05 - 37:14

**Connie Determan**

To say, oh, I'm doing some negative self talk that I'm going to just pull out of the, so I can and things OK, next slide.

37:16 - 37:22

**Connie Determan**

Said, I live in a given probably, oh, I bet 100 copies in the company.

37:22 - 37:29

**Connie Determan**

But there's this happiness ability to book my show, the Anchor ted Talk, which was the loads.

37:29 - 37:33

**Connie Determan**

They're looking at how to be positive and how that looks.

37:36 - 37:38

**Connie Determan**

Redirected the thought process.

37:38 - 37:44

**Connie Determan**

So don't get hung up on yourself, because things it just brings.

37:44 - 37:48

**Connie Determan**

It was really does increase or energy productivity.

37:48 - 37:49

**Connie Determan**

I just love this book.

37:51 - 37:52

**Connie Determan**

Next slide.

37:55 - 38:01

**Connie Determan**

Some other tools, and again, I'd love to hear them go, you're so good with Chats, should get this.

38:04 - 38:05

**Connie Determan**

Is a lot of wanting to.

38:08 - 38:12

**Connie Determan**

Know, centering exercise.

38:13 - 38:21



**Connie Determan**

Because when you do the negative self talk, to recognize more, people, can pull it out with it.

38:22 - 38:25

**Connie Determan**

So just stupid things that might work for you.

38:27 - 38:30

**bev**

Ok, and with that in mind, I am a music nut.

38:30 - 38:34

**bev**

I use me music to make me calm.

38:34 - 38:37

**bev**

I use it for the negative self talk.

38:37 - 38:48

**bev**

So, I want to ask all of you that are in the, that are participating here, what's a song that you use in order to address something like negative self talk?

38:49 - 38:52

**bev**

So, my favorite is by Bob Dylan.

38:52 - 38:57

**bev**

I'm a child of the sixties, and he has a song called Trust Yourself.

38:57 - 39:00

**bev**

I listened to that puppy every single day.

39:00 - 39:16

**bev**

I was working on my dissertation, beating myself up, for not knowing, as much, as all the great, and trust yourself as a song that I still listen to and get positive vibrations from when I'm feeling down and feeling negative.

39:16 - 39:29

**bev**

The other example I want to give is, I know friend who runs one of the major companies here in town and she and her family, they, they text each other every day.

39:29 - 39:38

**bev**

And instead of texting each other with how you doin', this is how I'm feeling, they literally text each other, song, titles.

39:38 - 39:46

**bev**

And ways to get into the songs through, come on, what's the, what's the online song that you all use.

39:47 - 39:53

**bev**

It's a site that you can go to, gosh, I can't think of it, but they, they text each other.

39:55 - 39:55

**bev**

There you go.

39:55 - 40:01

**bev**

They touch each other songs in order to reinforce positive as opposed to negative.

40:01 - 40:02

**bev**

I think that's beautiful.

40:02 - 40:05

**bev**

So here comes the sun is a good one from Sue.

40:05 - 40:05

**bev**

Excellent.

40:06 - 40:07

**bev**

Corn fed.

40:07 - 40:09

**bev**

Hey, I don't know corn fed.

40:10 - 40:11

**bev**

Fireworks, by Katy Perry.

40:11 - 40:13

**bev**

I love Katy Perry.

40:13 - 40:15

**bev**

Thanks you guys for faron, anybody else?

40:17 - 40:23

**Connie Determan**

One of the ones that I love is, it's a wonderful world by Louis Riel shown.

40:23 - 40:28

**Connie Determan**

So that's actually assign that to my husband's ringtone when he calls me.

40:30 - 40:34

**Connie Determan**

So again, you can, when you need to do, to separate those into your day.

40:34 - 40:36

**Connie Determan**

So you can go, yes.

40:38 - 40:39

**Connie Determan**

Listen to Clemson.

40:39 - 40:41

**Connie Determan**

Joy, I haven't heard that.

40:43 - 40:48

**bev**

But, you know, and meditation is really become a big thing since Covert here.

40:49 - 40:58

**bev**

I know there are some companies that are actually implementing some online meditation for their people that are working remotely.

40:58 - 41:05

**bev**

Is anyone using meditation in order to calm themselves, as well as to get out of negative self talk?

41:06 - 41:10

**bev**

If so, would you add that in the chat and say if you're doing it or not?

41:12 - 41:14

**bev**

And then I'm just gonna go down to the exercise.

41:14 - 41:22

**bev**

Are you exercising and do you exercise the, do you recognize that the endorphins really help with the negative self talk?

41:22 - 41:27

**bev**

I've noticed that, Connie, I know that you have exercise room in your house.

41:27 - 41:28

**Connie Determan**

Yes.

41:29 - 41:35

**Connie Determan**

It's really great, and you really do get to spend time thinking and digest what's going on in your brain.

41:35 - 41:37

**Connie Determan**

So, you're walking.

41:38 - 41:39

**Connie Determan**

Being outside right now.

41:40 - 41:40

**Connie Determan**

Yeah.

41:40 - 41:48

**Connie Determan**

Somebody had sent me the other day, just being aware of trees, trees, of chemicals, and Help your Brain, which is lingering sunsets the readings.

41:52 - 41:56

**Connie Determan**

Those tools, and again, sites and we love sites on.

41:58 - 42:01

**Connie Determan**

Work exercises 30 minutes every day are assigned, yep.

42:02 - 42:14

**Connie Determan**

Those are great, so convenient to routine, but those that you'll be surprised when you start incorporating brain, to think through things to capturing the.

42:16 - 42:17

**Connie Determan**

Opportunity.

42:17 - 42:19

**Connie Determan**

But if these tools.

42:21 - 42:22

**Connie Determan**

Next slide.

42:26 - 42:26

**Connie Determan**

All right.

42:27 - 42:34

**Connie Determan**

So, we got short clips again, from brain games and shows through.

42:36 - 42:37

**Connie Determan**

Three-d.

42:37 - 42:38

**Connie Determan**

Scene three things.

42:38 - 42:41

**Connie Determan**

It's really quite fascinating.

42:41 - 42:44

**Connie Determan**

Then when you get your videos.

42:45 - 42:50

**bev**

Yeah, so the idea is, once again, that we tend to have a habits.

42:50 - 42:54

**bev**

We have behaviors where we think negatively about ourselves.

42:55 - 43:06

**bev**

And so, these videos will show what happens when we actually have some external reinforcement for thinking negatively, as opposed to thinking positively.

43:06 - 43:13

**bev**

And so, how important it is to really hang with people that reinforce the positive as opposed to the negative.

43:13 - 43:16

**bev**

So, look for that as we go through these videos.

43:16 - 43:25

**bev**

So, Mark, I think if you start with the one in the top left, and then go through the top

right, and then the bottom.

43:27 - 43:28

**Mark Conrad**

Can improve your performance.

43:28 - 43:29

**Mark Conrad**

On the course first.

43:30 - 43:33

**Mark Conrad**

We have each of our volunteers take 10 free throws.

43:33 - 43:34

**Mark Conrad**

It!

43:36 - 43:39

**Mark Conrad**

Doesn't matter how many they make or miss we.

43:39 - 43:40

**Mark Conrad**

Just need to set a baseline.

43:40 - 43:42

**Mark Conrad**

For how good they are.

43:42 - 43:44

**Mark Conrad**

Some of our volunteers are clearly.

43:47 - 43:49

**Mark Conrad**



Fearing better than others.

43:50 - 44:00

**Mark Conrad**

But we're going to see if a little positive thinking can turn are zeros into heroes, so you have a couple of free throws here out of 10, how many did you make it?

44:00 - 44:00

**Mark Conrad**

Zero.

44:04 - 44:06

**Mark Conrad**

So, you're not really into basketball.

44:06 - 44:10

**Mark Conrad**

I'm not, I'm a pharmacist and I'm not a basketball player, OK?

44:10 - 44:13

**Mark Conrad**

I don't think I can make that ball into the basket.

44:13 - 44:14

**Mark Conrad**

See, I think you can.

44:15 - 44:21

**Mark Conrad**

You believe in yourself, have a really good feeling about this, in fact, such a good feeling that I have an entire crowd that I'm going to bring.

44:21 - 44:24

**Mark Conrad**

Oh, my gosh, everybody come over here.

44:26 - 44:30

**Mark Conrad**

But this crowd isn't the only surprise we have in store for our volunteer.

44:30 - 44:31

**Mark Conrad**

So we're gonna do this again.

44:31 - 44:33

**Mark Conrad**

This is going to be a little twist.

44:34 - 44:35

**Mark Conrad**

That's that you're going to be blind.

44:36 - 44:36

**Mark Conrad**

Boy?

44:36 - 44:38

**Mark Conrad**

Yeah, you're gonna do amazing.

44:39 - 44:49

**Mark Conrad**

We're going to try to boost your self-confidence and improve her performance by having taken even more difficult shot, blindfolded Free Throw, think it'll work.

44:50 - 44:54

**Mark Conrad**

Freddy, and in 3 to 1.

44:56 - 45:02

**Mark Conrad**

I see.

45:06 - 45:09

**Connie Determan**

Ok, Mark, you can move to the next clip.

45:09 - 45:10

**Connie Determan**

Please.

45:10 - 45:14

**Mark Conrad**

She didn't.

45:14 - 45:18

**Mark Conrad**

We just told a crowd here, no matter how far off her shots were.

45:18 - 45:26

**Mark Conrad**

So now we're taking off the blindfold to see if our positive reinforcement can actually improve for performance.

45:30 - 45:31

**Connie Determan**

Hurry less.

45:32 - 45:42

**Mark Conrad**

Blindfolded shots and by cheering and giving her positive reinforcement, It's almost like, we hacked your self-confidence and got her to believe more in her natural abilities.

45:46 - 45:53

**Mark Conrad**

Fact, out of 10 shots this time around, she ended up making for, quite an improvement.

45:56 - 45:59

**bev**

Amazing, positive reinforcement from the outset.

45:59 - 45:59

**bev**

I.

46:02 - 46:06

**bev**

Think positive thinking turns into new.

46:06 - 46:07

**Mark Conrad**

To.

46:07 - 46:08

**bev**

Positive behavior.

46:11 - 46:14

**bev**

Before the positive, positive.

46:15 - 46:15

**Mark Conrad**

Thinking.

46:19 - 46:19

**Connie Determan**

Great.

46:21 - 46:21

**Mark Conrad**

Thank.

46:22 - 46:29

**Connie Determan**

You, right, So, let me just simply say.

46:31 - 46:38

**Connie Determan**

Wow, that, Or, a group setting.

46:43 - 46:45

**Connie Determan**

Ok, so.

46:48 - 46:49

**Connie Determan**

Again, you start now.

46:53 - 46:54

**Connie Determan**

You've added.

47:04 - 47:05

**Connie Determan**

Ok, next.

47:05 - 47:06

**Mark Conrad**

Slide.

47:08 - 47:09

**Connie Determan**

Your real range.

47:12 - 47:14

**Connie Determan**

Just looking at it.

47:17 - 47:17

**Mark Conrad**

It's.

47:17 - 47:18

**Connie Determan**

Gonna look.

47:21 - 47:22

**[speaker unknown]**

So.

47:26 - 47:26

**Connie Determan**

Slim.

47:29 - 47:30

**Connie Determan**

Very.

47:30 - 47:32

**Mark Conrad**

Very, there.

47:32 - 47:32

**Connie Determan**

We go.

47:33 - 47:34

**Connie Determan**

Now.

47:36 - 47:37

**Connie Determan**

I will.

47:37 - 47:38

**Mark Conrad**

Mute.

47:38 - 47:38

**Connie Determan**

Myself.

47:46 - 47:46

**Connie Determan**

Sylvia.

47:49 - 47:50

**Connie Determan**

Show them.

47:57 - 48:18

**Mark Conrad**

Looks like our positive reinforcement is working across the board, what the negative reinforcement didn't affect everyone negatively.

48:20 - 48:23

**Mark Conrad**

So, how is she able to block out all this negative vibes coming her way?

48:25 - 48:29

**Mark Conrad**

I didn't know, I believe I college basketball, so it's not really affecting me.

48:29 - 48:38

**Mark Conrad**

So it seems that as a college athlete, she trained her brain to think positively about her abilities, no matter what kind of feedback she was getting from the crowd.

48:39 - 48:49

**Mark Conrad**

What you've just experienced is a clear demonstration of the power of positive thinking, and the effects of negative thinking abilities were any better or worse than they were before.

48:49 - 48:50

**Mark Conrad**

We just made them think.

48:51 - 48:55

**Mark Conrad**

So much of succeeding is determined by what happens inside here, not out there.

48:56 - 48:58

**Mark Conrad**

So believe in yourself and what you're doing.

49:02 - 49:03

**Connie Determan**

Great slide.

49:06 - 49:09

**Connie Determan**

That seems to me, not work.

49:10 - 49:13

**Connie Determan**

So, we can recognize that.

49:13 - 49:20

**Connie Determan**

You start replacing those with positive thoughts, you know, you'll be able to just.

49:23 - 49:25

**Connie Determan**

Energy and work with your teams better during the day.

49:26 - 49:28

**Connie Determan**

And again, this is something from my career plan.



49:28 - 49:29

**Connie Determan**

What if I slide?

49:29 - 49:35

**Connie Determan**

So, again, I'm taking my motivations positive and making sure we're looking at having it.

49:35 - 49:36

**Connie Determan**

Motivated me, really.

49:38 - 49:39

**Connie Determan**

Kibana.

49:40 - 49:52

**bev**

Train your brain, this is a matter of habit, it's, it's as simple and powerful as that, train your brain to think positively, rather than negatively.

49:52 - 49:53

**bev**

Next slide.

49:56 - 50:04

**Connie Determan**

So, this actually popped over the last couple of weeks and it just hits me really tired when we started talking about negative self.

50:06 - 50:07

**Connie Determan**

I have a department.

50:07 - 50:09

**Connie Determan**

They have seven in terms.

50:09 - 50:14

**Connie Determan**

It's very fascinating to essentially have with people coming right out of college.

50:15 - 50:23

**Connie Determan**

We openly, again, just live in Tokyo negative self talk for years with the injuries.

50:23 - 50:42

**Connie Determan**

And it's really fascinating, watching, you deal with an age, where we decided, that he was going to reach for the return, shouted at him saying, it's impossible to truly reach the top.

50:43 - 50:55

**Connie Determan**

So, because he was due to everybody, was encouraging you to reach his goal, gift, your negative thoughts, and your self talk, if your aim is to reach your goals.

50:56 - 50:57

**Connie Determan**

Very next slide.

51:00 - 51:01

**Connie Determan**

Very bad Act.

51:02 - 51:02

**bev**

Yep.

51:02 - 51:06

**bev**

And Mark, just click and go through all of them.

51:06 - 51:16

**bev**

So, the final reminders of up, we beat ourselves up, 'cause it's a natural disposition that we have, as human beings.

51:16 - 51:28

**bev**

The first thing to do is understand that we do it, recognize when it's happening, and then analyze it a little bit to see what it is that's making it happen.

51:28 - 51:33

**bev**

And then developed some techniques to stop the negative self talk.

51:33 - 51:41

**bev**

Some as simple as smiling, and some as powerful as being with other people who reinforce you.

51:41 - 51:52

**bev**

So, that that habit of positive self talk overcomes the negative self talk and do it again and again and again because, once again, it's all about.

51:52 - 51:52

**bev**

Habits.

51:53 - 51:54

**bev**

Connie, anything you want to add?

51:55 - 51:58

**Connie Determan**

I think those are really the important steps.

51:58 - 52:00

**Connie Determan**

So I think that gives us a few minutes.

52:00 - 52:01

**Connie Determan**

For questions.

52:02 - 52:16

**Connie Determan**

So we'll open it up, if there's any questions, or any other thoughts, or lessons, or something you've learned about dealing with negative self talk that you either unmute yourself and ask, which would be great, Because this looks like concrete science group, to work with.

52:20 - 52:24

**bev**

I have to say, one of the things I'm interested in hearing is, how far.

52:24 - 52:26

**bev**

Along you are in your careers.

52:26 - 52:36

**bev**

And if you've noticed that the negative self talk is more or less, depending upon where you are in your careers.

52:36 - 52:39

**bev**

So, if anybody would speak to that, that would be great.

52:39 - 52:44

**bev**

Or, as Connie said, any other questions or comments?

52:44 - 52:50

**bev**

We'd love to hear what you're thinking about, negative and positive self talk.

53:00 - 53:00

**Connie Determan**

Yeah.

53:02 - 53:08

**Deb**

Um, I'm fairly senior in my career, and I think it's definitely a big difference.

53:08 - 53:22

**Deb**

I know I can do things now, so I'm, it's not, if not, they're in the back of my head, but I do think that social media plays a lot into it where you see people who have more or are going on these vacations.

53:22 - 53:26

**Deb**

And they're not really showing the true of their life, right there to show you the highlights and a great part of their life.

53:26 - 53:31

**Deb**

So, I think that helps play into negative self talk a little bit.

53:33 - 53:41

**Deb**

But I think there's something to be said by accomplishing something and completing something, it helps self perpetuate you to the next poll.

53:42 - 53:43

**Deb**

A mix, two things.

53:48 - 53:50

**bev**

No, I think that's right.

53:50 - 54:01

**bev**

Even though, as I started this conversation with you and Connie, I said, you know, I participated in every negative self talk, even now that I'm 63.

54:01 - 54:02

**Connie Determan**

It's.

54:02 - 54:11

**bev**

Less than it was, and I have techniques now when it happens, to be able to address it in a way I didn't 30 years ago.

54:15 - 54:17

**Connie Determan**

That was an excellent point, Deb, Thank you.

54:23 - 54:26

**Connie Determan**

Sure, Julia, I don't know if there's.

54:26 - 54:27

**bev**

Any.

54:28 - 54:29

**Connie Determan**

In the chat box.

54:29 - 54:32

**Connie Determan**

So I'm seeing, just been done.

54:32 - 54:34

**Connie Determan**

But yes, feel free to mention back to us.

54:34 - 54:39

**Connie Determan**

And it was great to be part of your group, and I really appreciate you reaching out to us.

54:41 - 54:51

**Joy Nelson**

Thank you both, We appreciate it, and I know I got a lot from this, and it brought to mind some things from the room, so gotta get out of my head.

54:52 - 54:58

**Joy Nelson**

So I thank everyone for attending and hope to see you at next month's event.

54:59 - 55:00

**Joy Nelson**

Thank you very much.

55:01 - 55:02

**Connie Determan**

Nigerian.

55:02 - 55:02

**Connie Determan**

Thank you.