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SPEAKERS

Edroy Odem, Kim Ades, Scot McKay



Edroy Odem 00:05

From the mist and shrouded mountaintop fortress that is x&y Communications Headquarters. You're listening to the world famous mountaintop podcast. And now, here's your host, Scot McKay.



Scot McKay 00:19

All right, gentlemen, welcome again to get another episode of The World Famous mountaintop podcast. My name is Scott McKay at Scott McKay, on Twitter and on Tik Tok, and on truth social, you can also find me at real Scot McKay. On Instagram, all the YouTube videos, including representations of this show in video format can be found at YouTube, simply by searching by name SEO T. MC, Ky, the website has not changed. It's the same as it ever was just like the talking head said almost 40 years ago. Can you believe that? And on top of all else, please join our Facebook group, the mountaintop Summit. If you haven't already, gentlemen, we have a thriving group of men there who are trying to be better men doing a good job of it. And we hope you'll join us. Matter of fact, we trust you'll join us because hope is not a strategy. You can search out the mountaintop summit on Facebook, and we'll see you there. With me today is a guest we've never had on this show before. I can already tell this is going to be quite the interesting experience. Her name is Kim adass. She's from Toronto, Canada. And she is with a frame of mind coaching up there. And we're going to talk about an interesting topic today. That has been I don't know, it's been the buzzword, hasn't it? Resilience, it's a word that you're seeing more of lately. I don't know if it's because people are finally waking up to the need to be more resilient, or because well, people are less resilient than ever because of recent events. Or perhaps other reasons, which I'm sure Kim would love to elaborate upon. And we just need more of it in our lives regardless, although suddenly good questions for my guest, Kim Addis from frame of mind coaching to answer herself. Welcome, Kim.



Kim Ades 02:03

Thank you, I am so excited about this conversation, just based on our last two minutes. So I'm

excited.



Scot McKay 02:11

Well, I am too. I mean, who wouldn't be excited to be more resilient?



Kim Ades 02:16

You're right. It's definitely a skill, a mindset, a way of life that really creates good outcomes when you're resilient. Generally you get better outcomes in your life.



Scot McKay 02:27

Fantastic. Well, I guess the first thing we need to do is define resilience. What's your definition?



Kim Ades 02:33

Amazing. So what is resilience? Resilience is the ability to bounce back from adversity with greater speed and agility. But what what I have found when I've coached many, many leaders, entrepreneurs, executives, like the highly driven population, is that those people who are really resilient, not only bounce back from adversity, they leverage their adversity, somehow they turn it into an advantage. And that's what I'm interested in helping people build is the ability to say, Hey, look at this horrible, terrible, awful thing that happened, how can I use it to my benefit? How do I take it, run with it and turn it into an advantage for me?



Scot McKay 03:12

I'm so glad you brought that up. Because the first thing that came to mind to ask you, the first question is why are there two kinds of people in this world, the first kind being those who experienced some sort of adversity and just wilt? I mean, they get PTSD, they're going for life. They can't stand anybody who even resembles this person who did this thing to me. And they really just act like victims, they embrace the victimhood, and they get on with their lives, basically blaming everybody else, blaming someone else, letting that person have superpowers over them, who victimized them when that person is the least worthy to have superpowers over them. Have anybody ever. That's something I talk about often around here, by the way. Meanwhile, there are other people who have gone through horrible things. I mean, they just had terrible, terrible events in their life and great tragedy and personal pain and injury, perhaps even on the battlefield and combat, who've gone through things that would make most average people frankly, go, you know, why would God do this to me, but instead of indeed saying, this is something that's happened to me, they embrace this mindset where, hey, this happened for me, I'm gonna make this into a positive. I'm gonna take these lemons and turn them into lemonade. And they have this wonderful attitude and they are victorious and they retain their sense of personal power, and the respect and love of people everywhere, and their lives just flow very differently. What's the difference between those two people, the victim and the victor I would call Yeah,

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Kim Ades 04:49

so So let's like go back a bit. Okay. So it's very important for us to understand and acknowledge that people who experience adversity all Experience a blow. Okay, so it's not that one experiences a blow and the other one doesn't. They all experience a blow. Right? When we look at the victim and the victor as you've categorized them, they all fall, they all take the hit. Right? And it hurts, it hurts equally. But then one has some kind of mechanism internally that says I'm gonna get back up. So what is the difference? Why does one get back up? faster, stronger, better? And the other one stay down? Right? That is the question, what's the difference? And so we could talk about nature, we can talk about nurture. And both of those things play a big role. But I'm going to go to something a little simpler and clearer, a little bit more easy, is the concept of beliefs. So we all have beliefs. And when we experience an adversity or a negative experience, we have beliefs about that experience, and what it means what it means about us what it means about the world, when it means about our likelihood for success in the future, what it means about our capacity, our love, ability, all of those things, and those beliefs run our lives. And those beliefs determine whether or not we get back up faster, stronger, better. That's it. It's as simple as that. Where did those beliefs come from? Some of them came from our parents, some of them came from our upbringing, some of them came from our friends at school. And some of them we've just developed over time, because what we do is we collect evidence to support our beliefs. And the more evidence we collect, the more strongly in place that belief is. And a lot of the beliefs we have, all of us aren't always very healthy, or useful.



Scot McKay 06:38

You can have people even within the same family unit, siblings with a very different outlook on life. And especially, you know, in terms of how resilient they turn out, respectively, I've seen it happen. So indeed, it isn't so much nature or nurture. It's a decision some people make, isn't it to some degree, I'm going to be victimized, I'm going to let myself wallow in all this. Versus I'm going to take personal ownership in my life. And the reason why I'm suspecting you'll agree with me on this is because I've seen people transform, and they can transform very quickly, once they start viewing things from a certain different perspective, don't you think?

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Kim Ades 07:17

Well, you're, you're right, except for one thing, okay. So don't always happen. It's not that it's not that, you know, it's a decision, you make sure we make lots of decisions in our lives, but we make decisions based on our beliefs. So for example, you get in the car, and you drive to work, I'm just giving you an example. And you do that based on the belief that you have the capacity, the ability, the know how to get in the car and drive. But if you have a belief that says I can't drive, I don't know how to drive, I don't know how to work a car, I don't know how to turn it on. I don't know how to get there, I don't know how to deal with the traffic, then you're not going to get in the car. And so, you know, I'm taking a very, very simple, simple example. Because the beliefs you have will determine the decisions you make. And unfortunately, most of us are unconscious about the beliefs we have. And so we think we're making decisions that are clear, but they're not we are often functioning with a blind spot, which is I don't actually know what my beliefs are. Because I've never done the work. I've never looked internally, I've never

examined that very closely. I'm operating kind of like a little bit in a motorized manner, kind of on autopilot. on autopilot. Exactly. And so my job is to help people look at their beliefs, and look at how their beliefs are impacting the decisions they make, but also also the decisions they don't make. I look at the outcomes they're getting and why they're getting those outcomes. And 100% of the time, the outcomes you get are a result of the beliefs you have. And I can give you lots of examples.



Scot McKay 08:53

Oh, yeah. And I'm ready for him. One of the things that you just said that was really key was the word unconscious. So if something's going on unconsciously, then it's not like you can flip a switch and change it with a basic decision making process. A lot of times, like you said, it's another word that gets dropped a lot around here, blind spot. I don't know if that's one word or two, probably two words that gets wrapped around here a lot. We've had Dr. Gleb Zipursky on the show a couple times. And that's his, that's his wheelhouse. The whole blind spot, cognitive bias gig, you know, and it is actually sort of in a sorted sense kind of funny to talk about it because it makes you laugh. Because when we start talking about all these blind spots that people tend to have, we think to ourselves, man, those people are just being so dumb, they're being so stupid, and then you laugh even harder because you realize in your own life in our lives. Most of us have done the exact same thing. But it isn't until we're cognizant of what we've been doing that we realize how silly we've been in it. Unfortunately, is often the case that this is something we'll all laugh about later. But because sometimes in the moment, it can be really painful to gain this realization. But once we do, it's like, well, I mean, I gotta do something about this. But the first step is actually figuring out you've got this blind spot, right?



Kim Ades 10:18

Well, that's the thing. And in fact, most people don't laugh about it later, most people suffer in silence, and they don't understand why they're suffering. They don't understand why they keep running into the same problems, whether it's with their relationships, or with their business or with their goal attainment. Why do I keep running up against the same blockades are what's getting in my way, I'm unclear. And so they keep they try harder, they fight harder, or they just give up. But the experience isn't, we're laughing about it later, the experience is heightened frustration. And so people don't know why they can't get to where they need to go, they don't understand what's getting in the way. And so it's very important for us to say, okay, hold on, just take a breather, take a break, stop taking all that action. You know, there are so many coaches out there that say you just need to get into a state of action. And of course, you need to take action in order to reach your goals. But if you're taking action that is unaligned with your goals, unconsciously, then all the action in the world won't get to where you want to go. So the question is, let's take a step back, let's look at what's going on inside of you. And let's look at where your action is actually leading you. Is that leading you towards your desires? Or is it leading you away from your desires, and I can tell you with absolute certainty, many people take action that is completely opposite to what they really want.



Scot McKay 11:39

Well, I think the first step there is knowing what you want. Um, yes, people are taking action towards this quote, unquote, desires that aren't even valid in their lives. It's just either

something they've been told they should want, or their parents are forcing them to want, like, you know, you're gonna go to this college and be a lawyer just like your father, or, you know, this thing happened to me. And whenever these things happen to people, the only suitable response is to get mad and join an echo chamber on Twitter that calls all those people, domestic terrorists, you know, or something like that. And you can see it come in all different shapes and sizes. And I'd say that the more deeply embedded someone's limiting beliefs are in that regard, and the more they kind of wallow in that disempowerment, that victimhood, if you will, which let's face it kind of feels like junk food, you know, it feels tasty on the palate in the moment, but all you're doing is ripping yourself up from the insides. And once we get used to that, it is hard to dig ourselves out, isn't it?

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Kim Ades 12:36

I love that analogy. That is such a that's a such a good, I might use them. Yeah, you're 100% right on that is that we dig ourselves deeper. And we, we can't see the way out, we're so used to it become so habitual to have the beliefs that we have, that we believe that they're real, we believe that they're truths. And they're just beliefs.



Scot McKay 12:59

Do you know what I want to run this by you see, if you agree with me, if you're on social media, or even if you're in a coffee shop conversation with someone around the water cooler at work, the higher up the food chain, someone is assessing their angry blame towards the more of a victim, they tend to be like, if this is the governor of Texas, his fault, or if this is the President, the United States fault, or this is all Republicans fault, or all Democrats fault, the more of a victim that person is, they're looking for someone so lofty, so high up the food chain, that they can throw rocks at stars all day, and this person will never even have a chance to rebut whatever their complaint is, therefore the person can safely spout off about this person in a little vacuum and just get away with their self victimization without ever being called out on it.

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Kim Ades 13:50

Well, it's not even it's not even about the food chain. Let me tell you very, very quick story. And it's a recent story. So I've been on tick tock for about half a year or so I started December 31 2021. And for a while I just been watching it and I decided, You know what, I'm going to dip my toe in it. I'm going to experiment, I'm going to try things. It was a little daunting to me. So I thought it'd be a good place to just run some experiments and see how things work over here. And so I first started, I'm a coach, I like asking questions. I started off by asking questions, things like, hey, what do you do when you can't sleep at night? And there was very little interaction, very little response. And so I thought I'd change my strategy. And I started just taking pictures or videos of things I observed. And okay, I mean, on average, I got 300 to 400 views, nothing great. Nothing exciting. One day, I decided to take a video of myself cutting green beans. And I said, How do you cut green beans? Do you do it this way or that way? All of a sudden, I got 22,000 views. All right, and everything's fine. I didn't understand why but Okay. A couple of weeks ago, I was in Florida and And I've been to this part of Florida we have a place there. So I've been there. You know, for the past 30 years. This year the seaweed was very outrageous. It was, there was a lot of seaweed on the beach. And so I was sitting there and all

of a sudden I see this tractor coming along. And it looked like the tractor was gonna clean up the seaweed. And so I got out my camera and I started videotaping. I'm like, look at all the seaweed. There's so much seaweed on the beach, but I'll look here's a seaweed truck. I didn't call it a tractor. I called it a truck. Because you know how it goes. Sometimes the words don't come out properly. But there you go. And I said, Thank You see we truck and then I videotape what the truck was doing. And that truck wasn't actually cleaning up the seaweed. It was kind of like turning it over. And so I said, Hey, is this actually cleaning it up? Or is it spreading it around? That was my video. I got over 200,000 views on this particular video, and maybe 500 comments. 300 of those comments were insults. It's not a truck. It's not a truck. It's a tractor. They called me a Karen, they told me I was entitled, they told me I had a terrible voice that it was annoying. They told me to go you know, if I don't like the beach, you know, go the bleep home. And on and on and on. Right? Like just really not nice comments. And I thought, Wow, this wasn't politically charged. It wasn't even a complaint. And that the comment that I posted on Tik Tok was, Is this making it better or worse was a question. While so people feel like they have the the green light to just bash others. And it's to me completely fascinating. And so let's go back to resilience. Okay, let's go back there. So for me, this thing happens. Do I feel like I am emotionally hurt? I do not. But I wonder, what's the lesson here? How do I turn it into a lesson? How do I turn it into an opportunity? How do I how do I package this as something that we can benefit from? And here we are. We're on a podcast, I'm talking about it. So that's my question. How do I take this experience that clearly was not a positive one. But how do I turn it into something that has a value that is useful? Right? That is resilience? I don't just stop doing tick tock. I don't say wow, that was bad. I'm outta here. Well,



Scot McKay 17:27

I'm gonna put a twist on this. This doesn't throw a wrench in your machine. Please. I at one point had 115,000 Twitter followers. Back in the good old days. I was an early adopter of Twitter. Yep. And in those days, you know, we're talking. Oh, 809. You could say good morning, everybody on Twitter and 500. People would say hello back to you. I stay off of Twitter. To the extent I'm able to. I mean, I every time I do one of these episodes, I certainly tweet it. Most of you who are guests are kind enough to retweet it. I tried to have a sense of humor on Twitter, I tried to look at the bright side of things. Just today, someone had posted a joke meme where they overlaid the Mediterranean Sea on the United States of America, you know, a map, right? saying, look, the Mediterranean Sea is roughly the size of the continental United States, and someone's spun it as a potential representation of what the United States would look like 30 years from now because of global warming, right? And of course, that took hold. And my comment was, Well, the good news is in 30 years, at least Kansas and Nebraska are gonna have way better, we'll finally get some decent Italian food, because it really was right there. Yeah, and I have two or three people laugh about that. Right. But if I get on political Twitter and say somebody's political beliefs are wrong or stupid, I'll get 200 people. Yeah, pushing and pulling me in both directions, either vehemently agreeing with me, or calling me you know, an idiot, you know, you're an idiot. Why? Oh, you are an idiot. Yes. And what I always can't help but think is, is all publicity really good publicity. And I don't want to be a part of that. I feel dirtier and more beat up after having been a part of that conversation if and when it happens. And is it because I lack resilience? No, I don't know about that. I think it's well, you're already saying no, but you know, my conclusion I've already drawn is, I'm just not that kind of person. I don't get off on drama and hate and ripping people apart. I don't need to feel more powerful by tearing someone else down and wait for it. I also don't have borderline personality disorder. I don't get off on this sort of drama. And it amazes me to no end. How many people love this. Like they live for it. They'll go looking for it. Yeah, like a lady gets up there and she makes this

crazy take about something probably about the overturn of Roe versus Wade that just basically involves, I don't know, something more preposterous than we need to give all men vasectomies. And she's so proud of herself because it goes viral. Well, right, sweetheart, it went so viral because you're being an idiot, you're saying something preposterous, and people are responding to the preposterous nature of what you wrote, that isn't fame that isn't being smart. That's, that's getting a lot of attention, because people love to pile on, when people are being dumb. And to me, that's the opposite of resilience. If I need to go find someone to pick on, because it makes me feel more powerful in the moment, then I'm not resilient at all. I'm a weakling and I'm basically exerting victimhood, kind of in reverse. So what happens when I get on political Twitter is I always remind myself, look, if I challenged somebody's idiocy here, or I try to assert my opinion, because they're just dead wrong, I have to understand, nobody is going to see that. If it's in the thread, somewhere, four or five people will see it. And if I'm arguing back and forth with some anonymous person who's being dumb, it's just going to be that person and I going back and forth. And you see this all the time, people will get all angry with each other go back and forth a dozen times. And I guess I saw it so the joke's on me kind of like when you see a billboard on the side of the road, and it says, Does outdoor advertising work? It just did. I was trying to look away from those as soon as I see them, you know, cause the opposite effect on me. But I guess it worked on me. I guess I saw it. But then I have to remind myself, I have a podcast with 30,000 listeners, save it, do something better with your time, then let yourself get all caught up. In those angry echo chambers, yet so many people feel like, Hey, this is my big chance to be heard. But it's not even really, you don't really even have a voice. You're just looking for an excuse to have an opinion. And a lot of times that just feeds the disease, doesn't it? Okay, well,

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Kim Ades 21:51

let's go back. Because you said something earlier that I think is very important. And it's the idea that, are you resilient when you're bashing someone else? Good question. For me, you are resilient, when you are focused on what you want, even if the world around you isn't always cooperating. So the question becomes, again, going back to my example, when I'm on Tik Tok, when people are calling me names or being mean to me, does that distract me? Does that take me off course. If I see it, I acknowledge it. And I carry on my way, I have resilience. But if I see it, and I go, Oh, my God, this is terrible. I should never be on tick tock than I've, I've succumbed, if that makes any sense.



Scot McKay 22:36

So to lack resilience is in many ways to lack focus and discipline,

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Kim Ades 22:40

exactly that it's the lack of focus on the direction you want to head in. So if my goal, for example, just another example, my goal is to lose 25 pounds. And there's a birthday party, and they're having cake. And I go, Okay, well, I'll have cake. So I just diverted my focus, haven't I? From my goal? You sure did. Right. And so I know that story, right? I know it too. But the point is, that a person who has a high degree of resilience keeps their eye on the goal. They keep

their eye on what it is that they want, whether it's emotional, a physical thing, an intellectual thing, a financial thing, whatever it is, they keep their eye on where it is they want to go without getting distracted by the noise.



Scot McKay 23:27

So one of the questions in your media guide is what keeps talented and driven individuals from reaching their goals? And you just answered that question,



Kim Ades 23:34

right? They get distracted. And they they get caught up in the thoughts that contradict the actions or the beliefs that will help them get to their goals. So if I have beliefs that, wow, I'm not worthy, I'm not experienced enough. I'm not smart enough. All of that. That's noise, that noise, gets in the way creates distraction, and slows me down. It stops me from getting to where I want to go, especially if I give it my attention. I have



Scot McKay 24:05

this little theory, and I want to see what you think of it. I personally believe a lot of us lack resilience in this day and age and in this culture, Western culture, because we're spoiled. We don't know what adversity even looks like most of us. Great example. When Craig Sager was dying of cancer, the guy who's the sideline reporter for the NBA for so many years, the guy were the crazy ties and jackets all the time. People were saying to him all the time, Craig, how can you do this? How can you be so strong and fight cancer? And Craig Sager would simply say, I don't have a choice. Cancer found me I think you're looking for it, at least not intentionally. And that would just melt the faces of the people who asked him that. And I'm a world traveler. I don't know if you are and I've been to enough places where I realize the United states and Canada aren't the two worst countries in the entire world to live in because of what some politician did 2000 miles away yesterday, there are lots of places where things can go a lot worse, you can ask the Cambodians circa 1975. About that they got rid of one guy because anybody would be better than him and his administration and they got Pol Pot in return. So things really can't go out of the frying pan and into the fire. But given the scope of what people spend their time arguing and complaining about in this culture, it's kind of indicative to me that we lack resilience because those muscles have never had a chance to be built up or at best, they've atrophied. What I mean, we don't have a lot of adversity.



Kim Ades 25:46

Yeah, I think that on an individual basis, we all we can escape adversity, we all experience adversity in one form or another, whether it's microscopic adversity, like something happening in your family or child has cancer, something like that, or something a little bit more macro. So I don't know that that's accurate. We all experience some form of difficulty or adversity in our lives.



Scot McKay 26:09

Well, let me restate it. You know, I'm not saying we don't have any adversity in life is this perfect utopia for everybody? I'm just saying the word microaggression doesn't exist in rural East Africa. Right? That's what I'm saying.



Kim Ades 26:23

Well, and to me, is it because we aren't used to being resilient? Like, where did these microaggressions come from? I mean, it's a good question. I don't know that I have the answer to it. But somewhere along the line, I think anonymity plays a huge role. When you're behind a screen, and you're safe, you would say things that you would never say in front of someone, ever, ever, ever. And so this concept of anonymity plays a huge role, I think, in giving people permission to be hard on others.



Scot McKay 26:57

I agree with that. I don't think there's any room to disagree with that the anonymity of the internet turns people into the monsters that exist in their private thoughts out in the public, for everybody to see.



Kim Ades 27:08

Right, right. Yeah. And so for me, you know, the whole private thoughts thing, when we coach leaders, I want to get to their private thoughts. And so what I do is I ask them to journal because when we can clean up someone's private thoughts, we have a greater likelihood of healthy humans.



Scot McKay 27:27

So when the folks you coach, do their journaling, and the private thoughts come out? Are the people who have journaled those thoughts appalled with themselves? Are they more like, okay, it's on the table. Now? What?



Kim Ades 27:39

Well, so they journal their private thoughts, and they're not appalled, because they're so used to those thoughts. So, you know, nothing necessarily magical happens, until the coach steps in and starts to identify patterns, patterns of thinking patterns of behavior. And then the coach says, Hey, did you know that this, you know, is this the thing that's going on for you? And they say, Yes, that's exactly the thing that's going on for me. And then we say, do you know that that thing that's going on for you is completely inconsistent with your desires? And that thing that's going on for you is something that you've invented, or created? Or it's a belief you have that isn't necessarily true? or so? And then they go, Holy smokes, I never thought of it like that. Yes. And they have to reconsider their approach their view their perspective.



Scot McKay 28:29

Right, I concur with you 100%. On this idea of looking for patterns in the coaching field, if there's something that keeps happening again, and again, absolutely, if it's something that's disrupting your ability to find the success or the results you want, a lot of people indeed have that blind spot about it. They don't realize that's gotten them where they are right now. And until they see that blind spot, and correct the pattern in some way, shape, or form. And that can be complicated, of course, which is why you and I both have jobs. But that is often a very powerful first step that really flips the switch and turns on the lights in this person's room. And in this field, we have a lot of guys who have been done wrong by women. They see what goes on in the family law system. And they just feel like the deck stacked against them as guys. Yeah. And that leads to all sorts of limiting beliefs about not only their ability to find happiness with the woman in their life, but it also plays upon the simple notion that there are any good women out there to be in a relationship with and you start looking at the patterns of how men have responded to women and responded to adversity that has been created in the presence of women in their life. And there's this pattern of blame. There's this pattern of denial that they had anything to do with it. I pointed out to gentleman I coach and two ladies, I coach frankly that this is not a gender specific phenomenon. Men and women come to With the same set of complaints with the same patterns, frankly, that need to be corrected. And what I say to men and women alike is, look, if you're blaming the entire other gender for something, let's talk about what's gone down in your life at the hands of someone of the same gender? Do you give yourself permission to somehow start disliking and blaming your entire own gender? Well, of course not. Because you're a direct participant in it. And sometimes that wakes people up. I've always talked about this idea of granting someone who doesn't deserve it super powers over your life by letting them live rent free in your head, with all the pain and all the hurt that they've done unto you. And you see that on political Twitter, you know, not to flog a dead horse here, but people can't stop thinking about Donald Trump, I can't stand Donald Trump, I can't believe he's thinking about running again, we got to take him down, we got to put him behind bars lock him up. It's like, he's hasn't been president for two years, and find something else. You're just you're just destroying yourself, this guy is living rent free in your head. And he's the least he's not the person who deserves it, you know, as if anybody does. But people will fall into that trap time and time again. Rather than saying, as you so eloquently have, Tim, what is it? I actually want? What is my desire? What is my purpose? And are my behaviors? Are my patterns? Are my attitudes serving it? Or are they fighting it? I think that's brilliant.



Kim Ades 31:27


And I mean, just to go back to what you do one of the most important lessons and we see that with our clients to one of the most important lessons that somebody walks away with when they go through coaching is, I am responsible for my own happiness, I cannot give that responsibility to anyone else, they will fail and I will be miserable. And so a huge part of the coaching process is learning how to take responsibility for one's own happiness. It's not something that comes easily to everyone.



Scot McKay 32:00

No, no, as a matter of fact, we have the men going their own way in the manosphere. And angry feminists and people who have made a multibillion dollar industry of keeping people from


angry feminists and people who have made a multimillion dollar industry of keeping people from figuring out they should be more resilient. And what that does is keeps their audience their base dependent on them. Rather than giving them this independent outlook where hey, you know what, you don't have to be a victim anymore. So there are a lot of people out there, unfortunately, feeding the disease. And I'll give you a little hint, because I wouldn't expect you to know this, those people can't stand me or my work. They need me not to exist, me and my good relationship with my wife or my kids or respect me. And my general feeling of well being with my relationship and how I can relate to women and have them like me, and I can respect them and have them respect me back. People will shout me down from the rooftops in the name of defending this position that all women are terrible, or all men are terrible, because it's just like I said, Kim, it feels like junk food, it feeds the disease. And that tastes good in the moment. But it will ruin your life. It doesn't lead to anything happy. So yeah, I'm so glad you brought that up, and we've had a chance to talk about it. You have this specific area, kind of as a subset of resilience called Emotional resilience. And one of the things you'd like to talk about is how we can leverage it. So go ahead and tell us about that. Yeah, again,

 Kim Ades 33:25

I mean, for me leveraging it is saying, okay, so this thing happened, what spot does it fit into my life in order for me to grow? How do I look at this experience, and turn it into something that is useful, that has value that allows me to get to the next place? Whatever it is, whatever that adversity is, something terrible happens. A horrible, awful, nonsensical tragedy happens. How do we make sense of it? Right. And that's how we continue on in life. That's how we thrive to make sense of tragedy by giving it a purpose.

 Scot McKay 34:06


Well, that sounds like the best revenge against victimhood that I can think of. Exactly, exactly. Another thing you mentioned, you don't recommend finding a quote unquote, work life balance. You think that's kind of a misplaced concept that although it gets a lot of buzz, it really doesn't make a whole lot of sense talk. It

 Kim Ades 34:26

doesn't make any sense. Okay, try it. Use your imagination with me here for a minute. Like,

 Scot McKay 34:30

let's get to that.

 Kim Ades 34:31

Let's talk about the concept of balance for a minute. So imagine you're going to a playground and you see two kids on a seesaw, right? One on one and one on the other end, and they're in perfect balance. What happens what is happening when they're in perfect balance?



Scot McKay 34:45

They're going nowhere.



Kim Ades 34:47

Nothing's happening. Right? There's, there's a stillness. So do we want a lifetime of stillness? We don't. That's not why we're here. That's not what we're after. We like the ride. We just want to be Well to handle the ride so that we're having more fun.



Scot McKay 35:03

Well hold on a second, because my life is a seesaw tends to be a pejorative way of looking at the world.



Kim Ades 35:09

Well, look, I mean, we're a roller coaster, what we're talking about is, you know, some people roller coaster, some people hate roller coasters, they get nauseous, they vomit, they're scared, they hate it. And some people think it's a thrilling ride they love it can't get enough.



Scot McKay 35:25

So is this a personality thing? Or it's,



Kim Ades 35:28

it's not, it's not about personality, it's about saying, hey, life is a ride, life is a ride, life's gonna give you all kinds of ups and downs, life's gonna have you experienced a lot of bumps along the way, we might want moments of balance moments where we have stillness moments when we get a little bit of a break from the ride. But overall, what we really want to do is pick the right ride and enjoy the process.



Scot McKay 35:55

Okay, now that's where it comes full circle for me. I gotta be honest, I was expecting you to say something slide to the effect of why isn't work part of life? Why would life be everything but work? Why don't I incorporate my work into my life, so I don't have to find a balance in between the both of them. And that's kind of where you went via a different path. At the end there, you know, find what I love and let it kill me kind of thing.




 Kim Ades 36:20

It's not find what I love and let it kill me. You know, that's

 Scot McKay 36:23

a that's a cute phrase that someone came up with years ago to say, I'm doing what I love till I till my final breath.

 Kim Ades 36:30

Well, you know, here's the thing is that those people who have a greater degree of emotional resilience can handle the ride with greater joy. They enjoy it. The bumps don't feel so hurtful, right? I'm using the seesaw analogy again, because when you're going down, you might bump up right, the bumps aren't so hard to take, because you have resilience, they become fun. Yeah, because

 Scot McKay 36:54

you enjoy the puzzles, you enjoy the challenges that exactly, you know that they're going to come up, you're not such a spoiled brat when they do, et cetera, et cetera, et cetera. I think that makes sense.

 Kim Ades 37:04

Exactly. So we're not after this life of balance, where everything is still we're after an experience where there are some highs, there are some lows, and we're engaged. And when it's totally still, how much can we be engaged?

 Scot McKay 37:18

In other words, when people are so derailed because they need their life to be a trouble free utopia, those who are the least resilient people, you know, because that's a reasonable expectation.

 Kim Ades 37:28

Well, and it's boring after a while

 Scot McKay 37:30

it is you're so right about that. You're not a fan of empathy. You say, what's up with that?

 Kim Ades 37:36

Empathy is the most misunderstood word on the planet. So let's discuss empathy. And when we're talking about empathy for leaders, for coaches, why is empathy not ideal? Well, what is empathy? Empathy is not an action, it's not a skill. Okay? Empathy is when you put yourself in the shoes of another person, and you feel what they feel. So empathy is an emotional experience. That's it. That's what empathy is. So if you are drowning in a pool, how do you feel you feel scared, you feel desperate, you feel terrified, you feel panicky, you feel all those things, and if I have empathy, then suddenly I feel those things, I feel scared, terrified, Dread, desperate, all of those things. And in that moment, I've disabled myself from being able to help you. Because my emotions have overtaken the experience. And what I've actually done is jumped in the pool and started drowning right beside you. So if you're drowning, my empathy isn't helping you are me. I'm guessing

 Scot McKay 38:37

when you take a Myers Briggs test, you're a thinker instead of a feeler.

 Kim Ades 38:41

I'm all of it. I'm a feeler and a thinker. I have five kids, trust me, I feel a lot of things.

 Scot McKay 38:47

Oh, you know, I mean, it's one of the four differentiators let's


 Kim Ades 38:50

see. But does that make sense to you? It does make

 Scot McKay 38:53

sense to me. I will counter it by saying, first of all around here we talk a great deal about how compassion can best be defined as empathy and action rather than simply just feeling that emotion and not doing anything about it. So compassion is taking that empathy, and actually providing the help that you just mentioned. But also kind of to further this conversation along. A lot of women really harp on finding a man who knows how to listen. A lot of guys misconstrue that concept, and see it as a woman wanting him to obey her. Like a child, listen to me when I talk to you, right? But what the woman is really saying is if you don't know my hopes and dreams and fears, loves and dislikes, then you won't understand me and you won't know how to man up and be a provider and a protector and do what's right for this family. So a lot of guys really struggle in wrapping their heads around the emotional piece of a Well Rounded relationship, they don't have any problem at all jumping in the water and saving someone, or this is broken, let's try to fix it. But a lot of times they go off half cocked, no pun intended.


Because they don't really understand what is prescribed here before they go and act. And so it comes off as a bit of an immature knee jerk or an underdeveloped sense of virtuous masculinity. You know, we hear a lot about toxic masculinity. And I think that's weaponized by some of the very people who lack resilience that we've been talking about. It fosters victimhood. But I do think there's a place for understanding what's going on in the minds of someone else. But what I hear you saying is, it can't become just us being theory engineers, and keyboard jockeys and talking about it. Oh, I feel you without there ever being any forward momentum. And the action, as the author James clear would say, doing versus acting, you know, there has to be something with with a purpose.

 Kim Ades 40:57

So let's go back. Okay. So understanding another person is really key to great communication. I'm not, there's no part of this conversation that says, understanding someone is a waste of time, understanding someone is very important. Taking the time to listen is very important. Taking the time to express understanding and capturing what they're saying, and demonstrating that you understand very important that is not empathy. Those are communication skills. That is not empathy. Empathy is an emotional experience, period. It's not a strategy. It's not something you do in something you feel.

 Scot McKay 41:37

Yeah, I think we're on the same page. We're just talking about it different ways.

 Kim Ades 41:41

Right? So so this is why empathy is a very, very misunderstood concept.

 Scot McKay 41:47

Well, I think in the example I gave, I'm talking about men acting without any direction at all. I've decided what we need to do here, I'm going to do it and the woman in his life is like, no, no, Papa. That's not what we needed around here. We need right, we need something different. I need you to listen to me, I really just want you to hear me vent right now. That's my need. And the guy's already off doing something. So the value and understanding and communicating to use your term that you asserted into this conversation and I think properly so involves me understanding where she's coming from, which to a lot of guys will feel like empathy, whether it's going to be termed something else or not. So that I know what to do. I know what action to take. Because once again, to bring this full circle, we are now focused on the outcomes and the desires we really want instead of chasing our tail all the time, like a victim does. Yes, correct. Yes. Okay, good, good, good. It's you know, this has been a very fun conversation, it went all different directions. And I don't know whether it was more entertaining than informative or a little bit of both, hopefully the latter. But it sure has been a lot of fun. So I want to point these guys to your website cam, which is frame of mind coaching. I'm going to go ahead and point to mountaintop podcast dot conference. last frame of mind fra MEOFM I N D. I know that's a little

random guys, but I'm not going to expect you to get at us right. And we've had probably three or four Kim's on the show already. So let's make it frame of mind. So mountaintop podcast.com front slash frame of mind, Kim, what are they going to find when they go to that link?

K

Kim Ades 43:17

Well, they're gonna find information about how we coach people who we coach, they're going to learn about our coaching process, which is a little unique and different compared to a lot of executive coaching programs. They'll find a tab for my podcast, I have a podcast to where we coach people live right on the show. It's called the frame of mind coaching podcast, they'll find hundreds of testimonials, and they'll just get a sense for who we are.



Scot McKay 43:43

Fantastic. I'm gonna go visit that website myself and pored through it. As soon as we're done recording. Her name is Kim Addis. She's from Toronto, Canada. And she is with frame of mind coaching. Kim, thank you so much. It's been a lot of fun. Thank you. It's been a pleasure. I hope we get to do it again one day. I think we will there are plenty of other areas of expertise that we haven't even touched upon that you were very gifted in. So I'm sure there will be plenty of other topics for plenty of different days. And I would love to have you on as a returning guest for sure.

K

Kim Ades 44:11

It would be an honor. Thank you so much.



Scot McKay 44:13

The honor would be all mine, man. All right. So guys, if you haven't been to mountaintop podcast.com Lately, check out ke port.com Check out origin in Maine. Check out heroes soap all three companies aren't about victimhood. They are about empowerment. There are a lot of resilient guys including military veterans running those companies. And that only leads to the highest quality products. The key port guys have those everyday carry devices that are 21st century. The ways that you can put the new post modern version of the old Swiss Army Knife concept to work for you are amazing. You just need to go to mountain top podcast.com front slash key port and check it out at origin in Maine. They've got brand new jeans brand new boots you know I talk about them all the time American made high quality those boots are hand made and the jeans will probably last longer than you and I will so make sure you go to mountaintop podcast that conference slash origin visit Jocko willing can the guys and get a pair of those pants and get a pair of those boots and wear them proudly? Heroes soap will make you smell like a man they've got new scents and if you have not tried their bath gel I tell you guys this all the time. It is especially powerful to use powerful I don't know if that's the right word but pleasurable to use in the shower built for two. So that is all there for you at heroes soap.com with any of our fine sponsors, use the coupon code mountain 10 For an extra 10% off, gentlemen, if you have not visited mountain top podcast.com Lately, check out the masterclass series we're doing. The last three the first three we've done have been fantastic. More guys are

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