Fluorescent blue – grit

Fluorescent Yellow - grit and flow and meditation

Grey – flow

Army green – leadership

Fluorescent green - meditation

# M6 meditator.mp3

**BB:** [00:00:00] Right now, while coming here, I was thinking that I need to write a people concept paper on people and their mental capacities regarding meditation. Certain people have the ability and certainly you do need a lot of training to just reach that affinity level before getting into meditation. I find that while now that I'm not talking to people I know, they find that it is not always the same.

**M6:** [00:09:33] I think that the level of affinity also changes over time, naturally in people's lives. It's one of the thing I find like being a teacher is that even when you know someone needs it or could benefit from them, you can only kind of pull on the string a little bit. You can't just give it to them because sometimes they're not ready to receive. Exactly. And so you can kind of plant a seed, but you kind of have to let it grow. And they might get it immediately. They might not get it for five years. That is. Exactly. So it's fascinating how the same people have and you have to kind of be ready for it in a way. Yeah. For the shift.

**BB:** [00:10:15] Yes. So that's what I was talking about. The affinity towards it. This is something that it just struck me when I was coming here that there has to be something, you know need that affinity. There must be some way of quantifying it. Because you can't ask a layman that, look, you just are doing maybe one day you will reach that state. You have to give them that kind of timeframe as to when do you expect it to happen? It just struck me. I mean, this is not even a baby, its just a seed in my mind. But I definitely will continue work on this because I think there's a lot to be done and there's a lot of work. And organizations I think definitely need to get into this mode. Because WHO in 2017,declared that mental health is a primary requirement and they also found that which is relevant to the corporate language. So if you invest one dollar, you get four dollars in return. So that's four times. So that I think should attract corporate towards getting into it.

**M6:** [00:11:41] Yeah. Future ROI. It's like, it's an estimated 10 billion plus cost to the Australian economy. It's quite interesting the way it split up. It's like it's not just, you know, absenteeism, not turning up to work. That's not the major component. The major component is presenteeism that cost, which is turning up and not doing an effective job. So, yeah, this is now like you're saying, how tangible numbers while stating numbers so that you can start to roll out to businesses going significant ROIs, Future of things on top of all the personal benefits.

**BB:** [00:12:19] And so because of this, that's a I don't know. I'm still talking to a few people. We absolutely will start a consultancy, which will help organisations to analyse what their needs are. So I found organisations getting into wellbeing, they say that it's a wellbeing program and they get into apps and things like that, I don't know what you're doing here, but you know, and I don't always find that effective. I don't think that's really working. That's actually playing with meditation rather than really working on meditation. So those kind of things. But having said this I should not actually state it. This is more of an assumption because maybe there can be apps which can really deeply help. So it depends on the quality of app that that's being used.

[00:13:11] Yes. My. the way I talked to this with organizations, because I am like a business and I try to sell my services to corporates under a similar premise, is that absolute good? But if you track people's usage over time, as you roll out the up to 100 people, I guarantee you they're not using it on an ongoing basis. Apps are fantastic. What you actually have to do is take people through a course to give them the fundamentals and understanding and confidence to know what they're doing. So then they can go off and use this app or this app or this book or this YouTube video or by themselves. If you're given the understanding, then they kind of know what they're doing of it. And that's where all these other resources are fantastic. But if you kind of skip that, people get they think they have to do it exactly like this app says. They don't really understand why different people do it different ways. So you have to kind of following through some learning before you learn childish things. And if you just do that, it's almost destined for failure here. So there has to be some. But that's less operational. Well, now there has to be some kind of battle initiatives taking place and then getting them together and then it's settled, you know, because a layman. They also get very scared sometimes. You know, they're doing it. They're meditating and they get the feel of feeling like something has opened up and there's a struggle to face it. Are also experiences where their physical experiences. So those kind of things scare people.

[00:14:49] And you can't have that. I just met someone who said that he actually got very scared at one point in time. So then that's been out. So I didn't. I never did it as miserably because I was doing it as a baby.

**M6:** [00:15:02] Yeah. You've always been very open and comfortable your whole life where these people are repressed for 50 years and then suddenly someone telling them to let their emotions in, they can't think of anything worse.

**BB:** [00:15:10] And if something comes in which is unsavory or not wanted.

**M6:** [00:15:14] Yeah. That's why you need to have teachers who can help you guide Yeah, I totally agree. I think you're. Yeah. Consultancy idea sounds very interesting.

**BB:** [00:15:23] That's I'm thinking on those lines we're talking to people. I can't do it alone.I will need someone else who can help me work it out with the deliverables. I can do the brain part of it. Go down to the field as well. But looking into deliverables, actually doing the nitty gritty of the operation. I think I need someone else with me. Still on the search, let's see what happens. Let's see if something how it goes...something will happen definitely. Since I've started looking for it and I'll get to it.

**M6:** [00:15:56] Yeah it will be interesting to see as the research progresses. I'd definitely be open to kind of having some conversation around that. So I think with the business we are already kind of starting, any avenue for bringing in better research, you know, will be always very cool. But anyway, that's a long way down the path, although it sounds very interersting.

**BB:** [00:16:14] Right now. It is. Most of the people who have read about it, have shown a lot of interest. So like my first paper, the concept paper is based on the grit and flow, the only two attributes that I am right now. Why I'm using this two, is because a flow has been established as a natural mediator in both positive psychology and positive leadership, which is one aspect of the study and flow has also been established as an outcome of practicing for a long term meditation. So this these two evidences are already there, Cziksentmihayli was the person who put it into place back in 1989. It was already really accepted. Grit is a non-cognitive attribute, very young, established in 2007. But the thing about grid is that it talks about perseverance and it talks about passion. These two are underlining facts of meditation as well. So which is why I chose it. I found that there were some characteristics there which would be common, to most probably we might get something which could show that there is an association between grit and meditation. So these are the two aspects that we will be assessing on. So all my questions will be based, around these two areas and also, of course, around leadership area. So and then with the help of these two attributes, we try to understand that there is an association and there's an association between flow and grit, grit and meditation. So this is what we are doing right now for this study. And then. But I don't think these are the only two traits. I believe there are a lot of other traits that I have conceptualized but let's see. So I'll start with. What were you thinking off just before joining the interview?

**M6:** [00:18:33] Like right before I met you, all throughout the day?

**BB:** [00:18:36] No, 2:30 just before that.

**M6:** [00:18:43] I was thinking about a meeting that I've got after this, actually. So I have another meditation meeting with someone at 445 who I'm trying to get a partnership with. They're in Perth and some of the work that we sell through our business thing. They want people teaching in multiple locations. So I've got a meeting with him before 445. So I think I was thinking about that and what I'm going to ask him and talk to him about. Yeah.

**BB:** [00:19:10] Where were you ?

**M6:** [00:19:12] When I was thinking about this. Yeah. I think just at my desk and then on the lift on the way down. Yeah. But also I was thinking am I going to recognize you? Where would you be sitting? All that kind of stuff and.

**BB:** [00:19:24] And what was the main thing that you were doing?

**M6:** [00:19:26] Directly prior? So obviously I just travelling down here. But before I actually started making my way down here, I was sitting at my desk, planning my afternoon, looking at work I had left and bookings, really big meetings for the next two weeks to try and close out a big piece of work.

**BB:** [00:19:50] And was it hard to concentrate?

**M6:** [00:19:51] No, because I had a meeting with someone this afternoon where I had an afternoon coffee, which I don't normally have. Okay. So that got me a bit more get more focus. I think I was fairly in the zone before I came down here. Yeah.

**BB:** [00:20:08] Okay. How self-conscious were you?

**M6:** [00:20:18] That term, I think, can carry like negative weight to it or positive weight to it. Self-conscious. I think people typically use it in a negative way, like they're kind of worried about how they appear, how they sound. I certainly wasn't self-conscious in that framework at all. If it's in a context of like how where I was, what I was doing. I was probably a little bit distracted. I think I was little bit distracted because I knew I had to come down for this. I feel like I was kind of in the zone. It wasn't a big deal, yeah.

[00:20:58] Do you feel good about yourself?

**M6:** [00:21:04] Yeah, I think for the most part.It's Friday afternoon. I knew I had a dinner tonight. The week was finishing up. So it's kind of a good feeling.

**BB:** [00:21:14] Were you in control of the situation?

**M6:** [00:21:18] Yeah. Completely control. I had no big external pressures which were pushing me any particular direction. So I felt kind of across what I was doing.

**BB:** [00:21:30] Were you living up to your own expectations?

**M6:** [00:21:33] Never. ummm...woof. Objectively, if someone...no this is subjective,right its about me, so subjectively it's probably always bit of criticism that I could have done more during the day, I could've achieved more this week. But I think I felt good about what I've done. For those little issues bouncing around the back of my head, but they are things come and go. Yeah, overall, I think it's been a pretty good day. I think I slept well last night, which can massively impact on mood and kind of how you're feeling. Yeah, I think it's very hard, no matter how calm or relaxed you are to get away from some level of self-criticism. Yeah, I think I was overall living as good as I can, I guess.

**BB:** [00:22:40] Were you living up to the expectations for others?

**M6:** [00:22:46] In that moment, probably, I think I was doing things that others were expecting and hoping for me to do, particularly around booking in these big names, I was trying to get the people together who need to be together to get decisions and stuff done. So I think that last hour or so particularly I was yeah, I was meeting what others needed from me.

**BB:** [00:23:10] You will describe your mood, umm like happy to drowsy.

**M6:** [00:23:19] Oh, OK. Just put actually I was quite alert. Having this is a different difficult scale sometimes I think it was, yeah, probably around here. Um, yeah, probably. Happy Yeah, it's quite cheerful. Strong. And until only. Ashamed or proud? An interesting one, because proud can have negative connotations as well. Probably more off that side, I guess.I always knew what was going on. Yeah. Always fairly open, confused, clear or some confusion? Fairly clear, was pretty relaxed, not very competitive in certain things.

**BB:** [00:24:39] The other part we will do later. we will start from the beginning. We will start from the time you passed out your education... okay before that let me ask, how many minutes in the day do you practice meditation?

**M6:** [00:25:04] It really varies. My practice is not a fixed time. It's not a fixed length. It also varies between sitting down formal practice and then kind of like mini practices throughout the day. I'm just checking in with the body, checking them with the breath. If I combined it all and kind of averaged it. It's probably an average of 20 minutes a day over the week, but that could be one day a half hour session sitting down with some journaling afterwards. It could be a five or ten minute session with some small stuff. It's kind of scattered throughout the day. So it varies kind of based on what I need. Which is part of the practice that I've learned over time around, kind of finding a meditation practice that suits you.

**M6:** [00:25:55] How many years have you been meditating now?

**M6:** [00:26:04] Four and a bit. More actively and more consciously or more often. Probably for three. The first year has been a learning and figuring out. Yeah.

**BB:** [00:26:17] So how did you begin? How did you find meditation?

**M6:** [00:26:20] I used to work in management consulting, which was great, but it was very high pressure, very stressful. And yeah, after working there for a few years, I realized that I wasn't the same person that I used to be. I'd be worried about work all weekend, thinking about what was coming next week, blah, blah, blah. And I just wasn't coping. The last or a lot of people coping fine. So my housemates very luckily was a psychologist, showed me how to find someone to talk to and get some advice from someone else, a psychologist. She was great. We had a good chat. She recommended a few what she called mindfulness techniques. A few kind of three minutes and kind of three minute breathing spaces throughout the day, as well as longer meditation. And that was kind of my first introduction. Eventually left that job, kind of kept up the practice and just kind of set a bit of a fire off for I started consuming a whole lot of reading materials, a whole lot of online courses, apps, YouTube videos. And I really got into it. And yeah, kind of grew from there. And.

**BB:** [00:27:36] Ok, so what is your education?

**M6:** [00:27:39] Mm hmm. So like my like, post high school. Yeah. I have a bachelor's degree in arts and in economics. My study areas for Bachelor of Arts and Commerce. My study areas were economics, sociology and philosophy. I did a minor in philosophy, but it influenced the way I think so much that I kind of consider it to be part of my degree.

**BB:** [00:28:07] And after that? After that, did you continue studying?

**M6:** [00:28:10] No. So I intended that I enrolled in a honours degree for arts. So I really enjoy like sociology. But I couldn't do a part time whilst I was working and working made more sense to me at that time. I considered doing an MBA for a while, but after tossing up I just didn't think it was worth the cost to me or that I necessarily any more wanted to pursue a business as a life pursuit so much that I was willing to invest that time in it. I went through a lot of reflection after my kind of initial discovery, meditation and finding out how much I had my pressure and work that I was like, Why do I want to get an MBA? But I won't invest my time or money here. Huge opportunity, cost of time to climb the corporate ladder, which is not really of my interest. So I didn't do an MBA. I do think at some point I will go back and get some kind of honors, PhD or something like that. Maybe in the field you're kind of studying it so inherently interesting and fascinating to me.

[00:29:15] So did you finish your honours?

[00:29:19] No, I enrolled, but tried to. I spoke to a lady who was running the course, but there was no option to do a part time. And I couldn't do it full time on campus while I was working. So I just pulled out. Yeah.

**BB:** [00:29:30] Oh. So that means you didn't even begin studying.

**M6:** [00:29:33] No.

[00:29:35] Have you ever thought of have you ever got into something, did not finish it? Left it half way through and got into something else?

[00:29:39] Like a career move or a study?

**BB:** [00:29:39] Anything.

**M6:** [00:29:48] It's not really my style if I do something. Once I made a decision, I tend to commit to it, even if I'm not enjoying it. I tend to kind of go in here anyway. I'll say it out. And that applies to everything I might hate doing,like from exercising to. Yes, studying, working.

**BB:** [00:30:14] Anything that you ever left half done?

**M6:** [00:30:18] Well, plenty of like small stuff like when I'm like doing like small projects or something, and you realize through part of it that it's just not worth it. Plenty of examples there. Probably lots of things to do with me trying to get my meditation business up and going. Well, you know, you kind of go on to create some website content and then you're like, well, actually, that's not the best use of my time. I should be trying to do this. That's more rearranging priorities, in my view, than going I'm going to do this and then kind of pull out halfway. But don't feel I have ever have something big thing,something meaningful in my life, where I have started and then I've just stopped halfway.

**BB:** [00:31:00] Okay. At one point, you said you working with quite a few big things right now. At any point have you started something big, got distracted by new ideas and then got back again to the previous one? You know like moving back and forth?

**M6:** [00:31:19] Like as in like quickly switching attention. Or do you mean like in a bigger kind of setting to be the bigger sense?

**BB:** [00:31:27] Bigger.

**M6:** [00:31:27] Bigger sense. Yes. So I think I was trying to get my own business going. Like meditation, teaching outside of work. And I was spending a bit of time getting my website and content together. But then I got a job teaching with someone else and I was like, cool, that's great. So I kind of left my ambition on the wayside while focused on that and thought, I'll just do that really well for a year and then let that kind of go well and it still is going well. But now I've kind of got the mental capacity to kind of come back and now I'm starting to build this business on to other corporates that I was talking about. Yeah, can dedicate more stuff because that's now consolidated and established. So that's kind of what I jumped course and came back, which I think what I was mean before I was saying just drop it, never come back to it's more like I've identified my time is better spent here, some consciously moving over here and now I'm going back to it when I've got time to prioritise. Yeah, I think. Yeah. What's that? That's the way I see it versus just going. I'm pulling out.

[00:32:30] Yeah. Have you have had any? People have pet passions. They are want to do something and they go after it. have you had any like that?

**M6:** [00:32:35] So for me like meditation teaching is probably the biggest thing. I've always I think thought of myself as someone who's very careful and considerate in the way I teach things to other people. So if I found that I really enjoy understanding something really well and then trying to break it down as simply as possible to explain to someone else. I never intended that. It's just kind of why I found myself. And so I found that that translates really well to meditation teaching. So prior to that, I enjoyed certain things, but I was never like a big passion in my life, which I think is a problem for a lot of people who want to find their dream job because passions, you don't really choose, they kind of choose you. But yeah, once meditation came around, that was... that really kind of grab me. And that's that's the thing I'm kind of pursuing. I'm very passionate about.

**BB:** [00:33:39] When you do realize that it was meditation, that was your passion.

**M6:** [00:33:48] I think reading in that first year I talked about where I just started reading lots of books and kind of really getting pulled into it without having to make much effort. And I was like, this is really interesting. And then when I did my teaching course, I found it, I found it like so easy to study for and so interesting. My teacher kind of said that to me. So I kind of realized that it didn't feel like hard work when you really are passionate about it. So I think that's when it started to kind of clicked for me. And I've been running classes here at work on a Tuesday at lunchtime for three years now. And again, it doesn't feel like work. I really enjoy doing it. I'm giving up my free time at lunch to do that. And it was almost like I was just choosing to do things and then realizing after the fact that I'm willing to do it because I really care about it. So it's kind of a number of things.

**BB:** [00:34:54] Have you achieved a goal that took years to complete?.

**M6:** [00:35:02] I mean, finishing uni is not what everyone does. If anyone does that ..

**BB:** [00:35:06] That's three years, right?

**M6:** [00:35:09] Yeah. Mine was like four and a half, but ended up being about six because of my travelling and I had time off to do some work. Um.

**BB:** [00:35:27] So that's fine. I mean. Okay, let's. Let's look at your graduation. It took you six years to complete what would have otherwise taken four and a half years. That's because you went travelling, right? So what made you come back once you went traveling? Obviously, you went somewhere out of the uni environment. What made you come back?

**M6:** [00:35:50] I always had full intention to finish. It was more just young and opportunities to travel. So why not? Yeah. Plus I was like did some internships and stuff that delayed it as well. Yeah, but I always had full intention to come back in and finish. That was no. Yeah. I don't think I was ever going to not do it. Okay.

**BB:** [00:36:14] So the internships were of course part of the course.

[00:36:19] No they weren't requirements for mine. They were just things that were kind of opportunities that came up. And. Yeah. And I was like that they were too good to kind of pass up, so why not do them. But you just delayed my study or maybe slow down for a bit.

**BB:** [00:36:34] To get the formal education.

**M6:** [00:36:36] Mm hmm.

**BB:** [00:36:37] But in a way you were doing you were doing practical application of your studies.

**M6:** [00:36:43] Yeah, I know. They helped me get better jobs when I graduated. Yeah.

**BB:** [00:36:51] Do you remember your most important challenge that you have faced so far? Starting from childhood till today.

**M6:** [00:37:08] I think it was the one that's had the biggest influence on my life was the decision to leave work in management consulting after a few years. Because I think my entirely, being able to make that decision change my entire life perspective, direction of my life, everything I want to do. That was fairly big. And we kind of talked about that before. I think that was biggest one. Felt very hard at the time.

**BB:** [00:37:44] How exactly did you feel?

[00:37:53] From start to finish, quite a wide range, frustrated and confused when I couldn't figure out what was going on all the way through it and kind of like overwhelmed, like not knowing where to go all the way through to. Yeah, I had a big sense of relief, freedom and clarity, once it was all kind of behind me. But certainly the staff was. Yeah. Stress, anxiety, overwhelm, frustration, confusion, a whole range of overwhelming emotions. Okay.

[00:38:35] So a hypothetical situation, couldn't you have continued working? I mean, from what are you saying, it doesn't say that you really wanted to leave that work. Couldnt you have continued working?

**M6:** [00:38:50] The work itself? Yes. It's it's interesting work. It's very work to work with teams, at that pace and that intensity, absolutely not. So it's the environment, not necessarily the work itself. Yeah, it's unapologetically high performing. They're very clear about that. Some people are cut out for it. Some people aren't. It's completely fine. So, um, but that was a difficult thing to come to terms with and accept.

**BB:** [00:39:19] How long did you work there?

[00:39:20] About three years. Felt like 10.

**M6:** [00:39:25] How long did it take for you to take that decision? It was a process and probably six. Six to eight months maybe? Yeah, from initial conception through to properly leaving and moving.

**BB:** [00:39:46] So once you moved out, then what? Then how did it feel?

[00:39:51] It was great. So I sat down with someone the day before Christmas leave and said, I'm not coming back after Christmas. I didn't resign. I just had extended leave and they were cool. So about four months off work. Then yeah, I didn't do anything for a month or two. Relaxed, go better hitting the gym. Enjoying summer. Then, yeah, eventually two months later or so got the job here. Just got my whole life more balanced. I was working this hours, volunteering outside, seeing my friends and family more and meditating more. Felt way better. Felt normal and like it took a while to kind of because like stress and tension is a slow ramp up. You know, it's like 1 percent a day, one percent a day. And so you got to like allow adequate time to wind that back. So it took you know, it takes months and months for that to wind back. Yeah, but it's pretty good now.

**BB:** [00:40:52] And you've been working here now for how long?

**M6:** [00:40:55] Almost four years, It doesn't feel like it.

**BB:** [00:40:59] How would you describe this feeling?

[00:41:03] The same way when something really bad goes wrong in your life, that overwhelming day or week feels like forever. Right. So that's that's kind of how like three years there, particularly towards the end. It's just so overwhelming. So days feel longer, weeks feel longer, so much more battery on your head. So the effort involved just feels so much happier. Here, it's like just lower the mental load. I think overall it doesn't creep in other parts of your life. So it feels like it's more just a part of your day rather than your whole day. And that is just so much easier to kind of process and live with.

**BB:** [00:41:50] Ok. So when you concentrate and look for how long can you concentrate?

**M6:** [00:41:58] I don't think my attention spans hugely good. It varies. Like you talked about flow before. So they get to a flow state on some. It's interesting, something I feel like I'm capable of doing. And I try to block out external stuff with music or maybe just noise cancelling headphones, I can work for anywhere from an hour and a half hour and a half like an hour and a half consistently and pump back good work. But if I'm less interested, some some less capable, I find it challenging, very easily distracted. And I have to be more disciplined about trying to structure my time to make it work.

**BB:** [00:42:39] Ok. So then you're seeing you and you're seeing inflow and the maximum you can go is up to one and a half hours. So how would you describe that that state of mind?

**M6:** [00:42:54] I know it feels kind of focused, obviously. Lights clear, less distracted. you have less sense of time. Probably less sense of your body and your surroundings, more like your, your attention is why it absorbed. Similar, I think when you're watching a movie and you're really engaged in a movie, even if it's on your TV screen. But then suddenly you can zap back and notice you're kind of in a room. That absorbed feeling you get into a movie. I think it has similar absorption.

**BB:** [00:43:39] And when you come out of it. How do you know that you've come out?

**M6:** [00:43:44] I think that kind of thing in psych reality almost snaps back. Like it wasn't there before. So distractions you weren't aware of suddenly like, oh, where I'd like this kind of like your attentions here and then suddenly your attention kind of opens up. I think quite quite similar to some meditation where you focus quite intently on something and then suddenly your awareness kind of opens up to other things. So it's more an opening of awareness. I think that wasn't necessarily that before.

**BB:** [00:44:15] So. Okay. So you have a flow state, let's call it a flow state. So when we you experience the next flow state?

**M6:** [00:44:33] It's probably not like, you know, it's probably not 10 minutes off and then suddenly back into flow again. That flow will depend on the type of stuff I'm working on. So if I'm working on something that I can dedicate a lot of time to, it's interesting. Over a week I might get into that come in and out throughout the day. But if I don't have anything kind of drawing me into it, on my play, I might not get it for a week or two. So.

**BB:** [00:45:01] So suppose you have something that is interesting that attracts you and you're working on it. One and a half hours, its not over, but your flow state has abruptly ended. When is the next time that you get it again?

**M6:** [00:45:20] Most likely next time. I allocate time to keep working on that. I'm still in the same process of it. So if I do some of the morning and then try and do some more in the afternoon, I probably get into a similar state or lay that week, that kind of thing. A lot of my work tends to take multiple weeks, multiple touch points, that kind of stuff. So hopefully the next time you get up, it's kind of hard to know. I'm not I'm not consciously reflecting on that during my day saying I'm feel I'm not in flow. Yeah.

**BB:** [00:45:53] Okay. So say it will take you about three or four hours to get back into it again at the earliest. Mm hmm. You said you said morning and you said afterwards that. Yeah. Well, maybe six hours, right?

**M6:** [00:46:05] Mm hmm. You know, I guess I think just depends on what work I'm getting into. Yeah. Okay.

**BB:** [00:46:13] And then you have challenges like you mentioned a challenge, How do you overcome it?

**M6:** [00:46:26] Specifically with like attention, distractions or more generally general? So. I probably try to step back from it initially, understand what the challenge really is. I understand why it feels like a challenge. I think challenges have lots of different lenses to them. And they can be driven by a whole lot of different things. So they can be fear driven. They can be opportunity driven. Things are kind of a lot of different underlying stuff. So I probably try to kind of understand what the challenge is about why it's meaningful to me first and then impact on it how I need to. So what's an example of that. So I was working on something recently, even today. And I was like, I have no idea how me and the team I am working with on it, will kind of get through this. It kind of seems impossible. But I understand that, I think I have a sense that, you know, all challenges previously have worked out. They've all been overcome at some point. There's no point hugely worrying about it. We just keep working forward and eventually a solution will present itself. And then later in the day, I was thinking maybe, you know, ABC will work? There's like a logical argument then I could see being made. Yeah, actually that's I think that's a big thing is like reassuring yourself that, you know, every other problem or challenge I've ever had in your life has worked out at some point. So probably not worth worrying about that much like you'll get through it.

**BB:** [00:48:24] Ok, so what is the biggest challenge that you face over? Could be anything at work life personalor anything.

**M6:** [00:48:35] Mm hmm. I think it's still that period decided to leave my old job to make sure that those are such a pivotal, difficult thing to do at the time. Yeah, it's challenging.

**BB:** [00:48:52] Do setbacks discourage you?

**M6:** [00:49:09] And they're like all the different types of setbacks you can have. It could be financial. I can be career. There can be setbacks, where even you just feel like life should be in a certain way. It's a different way. Not really. But when I think about it, I probably haven't faced that many really meaning for once in my life. But maybe as an example, like the meditation stuff in the last few years, like I really wanted to be successful and go somewhere. It's hard work. It's not so simple. It's not. I didn't just kind of become a teacher. Then suddenly, you know, I'm in huge demand. And realizing and acknowledging that stuff is kind of a setback, I guess, because, again, you had this idea of where you want to be and where you are. Starting to realize the hard work is there. It's like what you can do. Right. So I think the answer is probably not that much. Maybe there's a really big one. I think I faced one, but the ones I faced in my life, I don't think a hugely problematic will have been hugely problematic. I think I'm fairly good at like worrying analyzed a lot of stuff too much. But I think in the end I'm like, what do you do about that kind of stuff? Like you. Yeah. Okay.

**BB:** [00:50:33] So you I put in other words, you have faced these challenges, but you don't really consider them as being such a big challenge as to get worried rather let it run its course and go its way?

**M6:** [00:50:44] Yeah, I think so. Well you could certainly say in terms of challenges, you could certainly say my decision to leave consulting and come here was a huge career setback. Massively is. Compared to other people who stayed and the kind of careers and stuff that they have right now. But I kind of go like whatever, I made the right choice for me at the time. And even if I didn't, I made the best choice available to me with the information I had at that time. It's like, what's the point of regretting it? So yeah.

**BB:** [00:51:16] Okay, I need to know a little about your personal life if thats okay with you. You could start from your childhood.

**M6:** [00:51:23] Mm hmm. Sorry I'm just checking the time.

**BB:** [00:51:30] That's alright.

**M6:** [00:51:35] Yeah. So, yeah, both my parents are alive together. I've got three siblings. So two brothers, two sisters. We grew up in Southeast Melbourne, had a house, moved to an another one. I've been a middle one, a great one. I've been in that same house ever since. Good friends. Primary school was fine. High school was fine. It was fine. Had plenty of fun. Yeah. Okay.

**BB:** [00:52:19] So was there any one particular teaching of your mother that you carry throughout your life?

**M6:** [00:52:30] Yeah, she's pretty laid back and resilient. I don't know many more people who are more laid back and resilient. Not there's no one specific thing, but I think I've got a lot of admiration for her. How she kind of turns up everyday life. But probably not one thing specifically.

**BB:** [00:52:56] And your father?

**M6:** [00:53:00] I do have one thing specifically from my dad. He has a great saying where he says, " have a capitalist head, but a communist heart". Which, that might sound weird, but the fantastic implication is like, you know, be levelheaded, take finances seriously, but always be compassionate to other people and like, you know, live your life, you know, looking after others and stuff. So be reasonable, but take care other people, basically. But that one phrase is really stayed with me.

**BB:** [00:53:38] And your siblings? Are you the oldest or somewhere in the middle?

**M6:** [00:53:46] I'm in the middle. Okay, so I got an older brother and two younger twin sisters. Nothing jumps out immediately. I mean, again, they're all pretty laid back, all pretty funny. There's a good, good lightness to the whole family, which is good. Yeah. Not one thing specifically jumps out to me.

**BB:** [00:54:11] And any other specific person who has influenced your life or made you think differently?

**M6:** [00:54:31] grandparents, friends, friends', parents, mentors. It's like little things jumping out here and there. But. And nothing's kind of concrete or solid that I can pinpoint.

**BB:** [00:54:56] Okay. So if I gather something from here, would it be right for me to say that you took the good things from everyone who surrounded you?

**M6:** [00:55:07] Mm hmm. Yeah, I think I think I tried to do that. I think inherently like I try to see the best in other people. Which I think makes life way better. It also makes it more fun. because you can kind of come hang out with anyone and enjoy their time. Every now and then, you'll see the true colors of something. Oh, yeah. Cause I'm positive person. I saw you like this, but now I kind of see what you're like. See, you get that done every now and then. But that's few and far between. Yeah. So I try to take on, I think, positive attributes that and I've seen in other people.

**BB:** [00:55:52] At work, do you have a team working under you or?

**M6:** [00:55:56] No. So ..aw....not really. Not here. No. So I've worked. I've had teams before, but since I've been here, it's just me. It's kind of people I manage from time to time projects and stuff, but my actual role doesn't have direct reports.

**BB:** [00:56:11] Okay. So you're like you do. You do have some indirect teams with whom you have to work?.

**M6:** [00:56:17] Mm hmm. Yeah. Most of my work is done with, yeah, indirect teams.

**BB:** [00:56:21] So when you work with these indirect teams, you do have to play the role of being kind of a manager.

**M6:** [00:56:28] Mm hmm. Yeah. With some of the people, yeah.

**BB:** [00:56:32] And you have your own boss?

**M6:** [00:56:33] . Mm hmm.

**BB:** [00:56:35] So first, how does your boss perceive you?

**M6:** [00:56:48] Capable independent delivers. Probably doesn't keep him updated enough. Maybe slightly too challenging because I push him a bit. Because to be honest, he is not that involved in a lot of my work. Because my work is trained and he doesn't need to know what I'm doing a lot of the time. So I think, yes, his views. He's not that involved in the day to day of what I'm doing. Yeah, those words probably sum it up.

**BB:** [00:57:25] Okay. And how do you perceive yourself at work?

**M6:** [00:57:34] I think I'm fairly reliable, fairly capable. I think, I don't care that much, but that's I think a function of me. I think that's actually a function of like my meditation a bit, where I spend more time with the average person thinking about what's important to me and what matters to me. And I've realized that a lot of work is kind of, it can be good, there are great parts about it. But a lot of it's a means to an end. And so I tend not to expend mental energy being too worried or concerned about how projects kind of go. I'm kind of just doing it to a degree. So it's a bit of that. But I think I turned out positive, happy. I delivered pretty well. Probably can be a bit annoying to my boss. That's right.

**BB:** [00:58:38] And your team or subordinates, that you have, what do they think of you?

**M6:** [00:58:46] I think fairly positively. Yeah. I tend to get fairly good feedback from them, I think. Yeah, I think I think I'm fairly strong, clear, compassionate understanding. I spend, try to take time to spend with them, make sure they know what they're doing and they're comfortable more than other people would. They're very important to me. That's something I really enjoy doing.

**BB:** [00:59:22] How do you go about creating a relationship with them?

**M6:** [00:59:29] I really like people, so I make it part of my job to try and get along with people personally. So now I try and have coffee with him. See them face to face. Ask some questions about their lives. Make jokes with them. Just make the time fun. Not necessarily about the work. I think the work will come either way. Yes. For me, it's about building a personal relationship, which then improves the working relationship.

**BB:** [01:00:02] Ok. OK. I'll give you a situation that you have a new person who's changed and how long do you think it would be take you to build that relationship with that person?

**M6:** [01:00:13] Depends on that person. If they're very similar to me, I think you get a sense in the first few conversations you have with someone, particularly once you start telling a few jokes. I think aligning the mood, if it's someone who is kind of an average kind of person, if you spending a lot of time with them within the first week or two weeks for sure, if you're seeing less of them or they're less of a kind of common person or less of a person who's more related to me. Probably takes some time, a while, to figure them out to interact and less so. Yeah, over a few weeks. Few months, I guess. But most people I think you can sort it out pretty quickly.

**BB:** [01:00:54] Have you ever had a very difficult team member?

**M6:** [01:01:02] Yeah, yeah, yeah. Now, I've been quite lucky. I've had guys that, you know, might not do as much work as one hopes. But yeah, I think I've been kind of lucky. But without trying to sound self inflating, I think also I have a wider ability than some people to get along with it, engage people, even if they're a bit challenging because I feel like I can find things to relate to them over. I think bridging that personal barrier makes them more receptive and willing to kind of do the work and easy to get along with. Probably quite lucky never had anyone particularly difficult.

**BB:** [01:01:55] What I hear from you is that you use charm?

**M6:** [01:02:02] I don't I don't think I'm setting out to charm people. I just think to say it couldn't be like an inherent uncomfortableness of when conversation is not comfortable or relationship is not comfortable. I want to make it comfortable. It's uncomfortable for me. So I don't think it's me trying to inherently charm someone. It's me just wanting to get comfortable. And that's part of what drives that. Which is probably part of what drives my wanting to see the good in people and find the common element.

**BB:** [01:02:31] Have you ever worked very hard to achieve something?

**M6:** [01:02:36] Yeah. So I mean, particularly back when I was in consulting, it was you could be crazy, like, you know, getting in at 6:00 a.m. work till 10:00 p.m.. Just crazy manhours to deliver. And there is a bit of satisfaction when it gets done. Outside of that, I mean, besides like studying and stuff. Yeah. Like that kind of work sticks out to me. It's like the hard work. Lots of times when you're studying, particularly for exams, where you doing hard work? Outside of that, nothing really jumps out to me, which sounds weird saying out loud, but I think there's a difference between being kind of working hard or like specifically working hard to achieve some big goal. I think a bit different. So that's makes sense. Okay.

[01:03:36] So would you consider yourself to be a hard worker?

[01:03:45] When I care about something. Yeah, I will. I think I care about something, I care about a particular day for something I genuinely care about. I will do whatever I need to do to get it done. So if that's the definition of hard worker and cool. If the definition of a hard worker is someone who puts everything into everything they do, then I wouldn't make a definition. Because like I was saying before, I think I'm quite aware of what I care and I dont care about. And if something comes to me, particularly in the office that is low on my mental priority list, I'll do it. But I'm not going to invest unnecessary time into it if I think it can wait. So that's the definition of a hard worker. then I don't always meet that. Yeah.

**BB:** [01:04:37] Are you diligent?

**M6:** [01:04:42] I think fairly so. Yeah, I think through a lot of things will be rare for me to finish something without exhausting most options or being very comfortable to talk to someone about everything that happens. And further to that, unless I can explain something to someone simply and really effectively. I don't feel it. I understand it and I like understanding things. So, yeah, I think I feel like diligent.

**BB:** [01:05:15] Ok. So when you are working at one particular project at work here and say you don't have to put your hundred percent in it. You know, you can get things done without applying yourself fully to it. Then what do you do? Then how do you occupy the rest of the rest of your 100 percent?

**M6:** [01:05:48] Right. Yeah. I dont know. I probably, if there's other stuff on the plate at work, I'll just try and take care of other things that can get more urgent. Or I'll dedicate time to just thinking about my meditation business or reading random websites or watching YouTube, whatever it is. Different ways to relax while I fill my time or particularly like watching videos online on subjects I'm very interested in. So I watch them watch a lot of videos about space and space exploration. I'm fascinated by that. That's an interesting topic to me. Or I'll think about. Yeah, I think generally in a broad sense, I would use the time to be like reading more or consuming content or thinking about stuff that interest me, whether that's meditation and mindfulness at AP. My personal business watching videos and stuff that I'm interested in. Yeah. Variety of stuff.

**BB:** [01:07:02] All right. Almost the end of it,.

[01:07:05] Cool. OK.

[01:07:08] Did you feel physical discomfort as you were giving the interview?

**M6:** [01:07:12] Did not like close to none or none, if you will, with.

[01:07:28] You have questions here low to high. you tick from zero to nine?

**M6:** [01:07:44] Also, this one is just low to high and these are not at all to very much. Got it. Yeah, I think I was quite interested. Important to others. Well, I mean, does that include you? Of course. That seems like interesting research for sure. succeeding at what you're doing. I have no idea. So I just put it in the middle. Very hard to know as well. So it's like it depends on the outputs and.

**BB:** [01:08:52] So if you had a choice who would you leave it today at this particular time, that you spent with me?

**M6:** [01:08:59] Oh, I don't know. I feel like I want to be having a beer with my mom. I don't know. Maybe my girlfriend might. Uh oh. Some mates. I like people. I know. I do fun stuff. Yeah. One of my friends or family. Okay.

**BB:** [01:09:20] And what would you be doing? Oh you've already answered that. You would be drinking beer.

[01:09:25] Maybe drinking, sitting in the sun. Some thing like that would be nice.

[01:09:30] Thank you. Thank you for participating.

[01:09:35] Not. You're welcome. Um. The questions were not all that and I was really expecting. Oh my god. I got a call one minute.