Fluorescent blue – grit

Fluorescent Yellow - grit and flow and meditation

Grey – flow

Army green – leadership

Fluorescent green - meditation

# M7 Meditator.mp3

BB: You are still meditating?

M7: Yeah

BB: How long?

M7: half an hour to forty minutes.

BB: Wow. That’s good.

M7: But sometimes when I am really really busy, then I might be bale to do only 10 minutes, so that I don’t do nothing.

BB: So whats the technique that you are meditating on now?

M7: I just do using the , I don’t know what it is, the breathing technique. What I do is I also use a mantra, I just say clear, calm, beyond. I got that from a reading when I was doing my research. A Theravada monk who actually lived in forests, and caves, and he came up with that as a meditation practice. And so when I talk about calm, its about getting myself calm. And then when I talk about clear, its about getting my mind clear. And so when I say beyond, its outside the suffering. Everything is beyond, when you put yourself beyond that. That’s my interpretation its not his interpretation. But he just says. I just keep repeating that. The thing is I don’t just do it on breathing, I start with breathing, but the thing I gotto get calm is my heart, because I can feel it. It goes kaboom, kaboom, kaboom. I got to get to the clear position where I know no attachment, where I cant feel it anymore. That’s so I use both heart and the breathing to get myself into meditation. Sometimes I feel my heart is making me rock.

BB: Because you feel it that strongly.

M7: So that thing just popped into my mind of how I breathe now to open my mind state. Its very powerful.

BB: You have been meditating for how long now?

M7: I started my PhD when I … it sort of came with my research, because I started to get hold of understanding on Buddhism because of the culture and so it would be now, that would be say, so 5 years.

BB: So that is a good enough period. Because if you are meditating and if you have been meditating for sometime, you will find, growth mindset actually comes by default. You don’t actually consciously do it, you just get into it. You are just a part of ot. That is part of your mindset.

M7: Yes it is. I think you are right. But I think I have always had it anyway. The growth mindset part. Because I never been given up on anything. If I can’t get through one path, I will find another path. That’s really what its about. If it does not work this then how do I get it to that point over here.

BB: That would have been my first question any way.So what was your first challenge that you ever faced?

M7: Ever? In my life?

BB: Ever. First.

M7: That’s a hard question. My first challenge that I felt was a challenge. Its ..then I am talking about my youth.

BB: Any time of your life.

M7: That I would regard as a personal challenge that I had to face. Umm I think.It could a number of different dimensions. Ummm. Well, you know, I think that might make going back too far and taking it into where I was more as a child this old, 5 year old or 10 year old. They don’t even know what challenge is. year old. and you just sort so young. Down under here, I understand there are challenges, but I think my journey academic I thought was been a challenge. Because I had a very disrupted education early in my career. And so to give you an example, because I had a bad accident riding my bike and I was nine years old, riding to school. And I was disrupted and in hospital for about three months. Then we moved not long after that once I was better at everything. We moved towns. I changed schools. And then my mother got sick and I had to go away to Sydney while she was recovering. So that disrupted school. And so that's a prelude to say that. Not by the middle of high school. I had to repeat. And so I repeated mine didn't let me do so. Then the challenge the challenge was then to get my high school. To simply reach out to. And then my challenge was to get to high schools. To avoid failing. Because I couldn't face the challenge and it was avoidance. It was I presume like a stress. So I did my weaker subject and my best subject and maths was my weakest subject and economics was the best subject. So I studied in it. So then the challenge was that I could still do University entrance. So and so the challenge was then, well, I can still the university entrance between semester I had to pass English. I cleared the university entrance passed everything except English. So my father on his deathbed said you've got to get a university degree. Get back to school. And so I'm 19 at this stage. And so that was a challenge to get my matriculation. And I finally succeeded in that. And then my challenge was to continue this journey was to get into university, because I passed the university yet didn't get in. But I didn't understand. I didn't have the wisdom to say, don't just apply. Maybe the university was full time and the subjects, as it were. Parttime to me wasnt wasnt. I did not apply for the right things and I didnt get in. To me, it wasn't. I had somehow acquired this blinkered view, but that's how I did it. And so I didn't apply for the right things. I didn't get in. And so then it's still continuing this journey. I applied again, but somehow didn't get the. Another two years later. I had something and started working. I applied at one of the universities I think Macquarie. I did not accept it. But I didn't know about them. I accepted it until after my acceptance date. So it was too late. Later. So I went overseas. Found my wife, Got married. So have to study and get qualifications if I'm going to fulfill my responsibility. And so the challenge is still there. And so I thought, well, I won't really apply. No, not at all. But when I did my interview for this job a few years back, I said I was going to do the industry degree. It was called the banking associate banking degree. So it's purely within the industry. And so I did. And there was advantages to doing that. You get salary rises and promotion through the success of that court. So I did that and I was for part time while I was still working on it. And it was then that I really learned how to apply. So married, married with responsibilities and still struggling with this. At that time, I would have been 25 and I succeeded in that. And then I concentrated during that process. I concentrated on getting high marks for this passing. And then I applied to university and was accepted. So then I did my degree and finally got my degree and I thought I got that monkey off my back. So, of course, I didn't. So that that's that's a long challenge. Right?

**BB:** [00:04:54] And this is for, let's say, almost six, seven.

**M7:** [00:04:58] No where we're talking really to try and get my university degree from the middle of high school. OK, so that's 10? No, its 15 years. Well, I didn't didn't graduate because I did a part time. I didn't leave my work, except that I did finally do the full time work. But my work gave me leave with pay to finish it off. So I didn't finish. So if we're talking about what I repeated, in the middle of high school, then high school that would be 1965 to 1983

**BB:** [00:05:50] Ok, so this whole period, you did not know about meditation at that time. So what made you keep on persevere through this.

[00:06:07] That's a good question. I don't know. I won't.... it could be that it was indoctrination from my parents had to do with. That's why I talk about a monkey on my back. And in the beginning, that would have been true. Right. This is an obligation of life. I promised my father. I actually tried to leave high school mid-term, get halfway through because of all my friends were leaving. And because of that, I grew up in the country. Not in the city. In the country higher education is not important there. You got money in your pocket and everything else. I'm gonna go on, I am gonna get a job? I don't want to finish high school. My father just would not have anything to do. You have gotta go to the university. So that would've been, you know, that obligation to meet expectations and to be obedient. At that age, but once I was an adult, you know, it was responsibility. So it still was in the back of my mind, but it's looking forward and then the responsibilities now. I understand why they're saying this to me. If I want to succeed and have a successful career and raise a successful, let's be successful in raising a family. And so that is was the ultimate goal for me to finish the degree.

[00:07:27] It effectively says a lot about you. What made you you.

[00:07:33] I am not quite sure what you mean by that, but there's a lot of internal drive.

[00:07:38] Yes. Yes. So this internal drive is , you know, like, when you build a house, you have a foundation for what is your foundation. So what could be your foundation? So one part of it was your parents really wanted the drive that they put it to you, but that was one but on the other side of it, was the responsibility of your family. That. But other than this, there must have been something from inside that was pushing you.

[00:08:15] That is a very interesting question. But I would put it down to. I would put it down to is that a value thing. Right. There's something inside me that if I say something or I say to this person, oh, I'll catch up with you in a week's time or a month's time or whatever, I've given an obligation. And once I'm given an obligation, I have a drive that I must fulfill it. And so no matter what it is, I have it is. And so that's it. That's that's the thing that drives me internally for my mind anyways. Once I have enunciated and it builds an expectation in somebody else or in myself. I have to fulfill that. Otherwise, I'm I'm have not done enough. Does that make sense? Its really strong. I mean, it's the noise that takes the living daylights out of me. So I can't keep my mouth shut. It will linger. If I havent resolved it at some stage. And so it'll get to a point where the dissonance is too unsettling and I need it resolved.

**BB:** [00:09:42] Yes. So that's what I was going to ask next. So how do you, how does this dissonance exhibit itself?

**M7:** [00:09:54] Only only in my mind. You know, this is something that's making my mind feel unsettled in my mind. So, you know, it's playing my mind.

[00:10:03] So how do you feel ?

**M7:** [00:10:05] Well, I feel I feel I've betrayed the person because I've made it so if I've given a false promise or a false expectation. And so that's a that's that's something I dont feel good about. And so that's why I need to resolve this.

**BB:** [00:10:22] So you then can look at yourself in the mirror and said, M7, you didn't do it.

**M7:** [00:10:35] At one time, how many projects can you do?

[00:10:41] Oh. Well, I have never counted. I have a number of things going on. But, you know, it's a matter of prioritizing. You can only do one at a time. But you can have to prioritize and then you give and you have to allocate time to. That so. So for argument's sake, at the moment, I've got a project to do which is to develop the design of the back garden and am not a garden or another landscaper, and I'm not a handy person. So there's going to be a lot of self learning in this process and I design that two and a half years ago. But it's a project that has been pushed to the backburner, as we say. Because of all the other priorities I've got. Some family obligations, there's a little teaching obligation that I've got. And there's another one which is to write the article. Which I was actually a little bit further ahead in my gardening. So. So I've gone over the five projects going ahead of time, but in different stages.

[00:12:03] Different stages. But some of them are really on backburner because, you know, the obligation is the priority time.

[00:12:11] Yeah. So how many would be there as a first priority?

[00:12:17] Probably two or three.

[00:12:20] And how do you go about dividing ourselves between these two or three?

[00:12:26] planning. So like I say today, these are the things I need to do to advance to keep those things. They're not getting worse or progressing. I think I'm getting it. Oh, yeah, if its getting tight though... And sometimes sometimes if I'm really under a lot of pressure, I would actually put a task list. So. So that I get satisfaction of crossing things off. You're right. You're right. Lots of it. You've got to be good at something because I've never, ever. it's probably not the best way to say it, but really I will achieve all my goals for the day. I always had called on, I'm always tried and I am overly optimistic about my capacity. Right. And so if if if I get to the end of the day and I feel like I haven't achieved all these things that make me feel unsettling. You feel unhappy about it. So you feel great when you have achieved everything at the end of the day. So I say sometimes I actually have some doubts and I can see those things I have achieved and those that I havent and feel so bad with that. So I can shift the focus. Otherwise with this concentration, that I couldn't do this. I couldnt do that. It figures out and overall it's actually good timing.

[00:13:47] So when you say on those days when you get maximum things not done. What do you say to yourself now?

**M7:** [00:13:58] Well, cant do anything about it now. but we'll work on it M7orrow. Oh, yeah. Because by the end of the day, I'll go need to go home also. And that's the first priority is to get myself into a state of being productive. The next next next round, whatever that time period is and so I I can I can resolve it quickly, but not by letting it go. You got to let it go. And so now then deal with it, when you're dealing with it with a plan.

**BB:** [00:14:31] How do you stop yourself from playing in your mind?.

[00:14:33] Just stop. Whatever is priority. Something else becomes a priority. You know, is fixing dinner, whether it's I know that I need to relax and let my mind switch open and do some soothing or watch TV or go to bed and get you get to rest for the sake of tackle these issues of the day. Usually I am so exhausted that I don't have a problem sleeping. Its just that I may wake up. I might wake up early or in the middle of the night. Usually I am a very light sleeper that least the first three or four hours between. But that's not how I do it. I mean, like when I was doing the marking for one of the three subjects last semester, the one period, three subjects all had assignments at the some time. And so try and get through 150 assignments in and within. Taking the two weeks. Nobody takes two weeks to do that but taking that out of it for those three weeks, So that's a lot of work. And you you're given 40 minutes, paid 40 minutes. If you want to do the students justice, you take me an hour on average doing quality feedback and so multiply, you get the maximum 150 by an hour and a half. That's a lot of hours. And so that's that's a real mind over matter task. You know, I've set myself how many papers and how many papers I'm going to do today. Yeah. And how do I how do I keep mentally fit to do that? Well, I start the day with meditation, but I don't meditate necessarily during the day. I do other things that I've going to bring it up the clear the mind. I do some exercise. Go on to do something to clear the mind, whatever it is. And you can't just do. If I set myself ten pages or 15 pages in that day and just kind of do one on one and not have any breaks in. So it's always about how. What do I got to do physically, mentally and application wise to get the best productivity to achieve that target. Mr..

**BB:** [00:16:53] No. OK. So what do you call this the flow. So how many papers would you be able to do at once? If you look at it, the tangible numbers?

[00:17:05] What do you mean at once? So I would do one at once.

[00:17:05] So one and a half hour one paper. and then you would take a break?

[00:17:13] Oh. I might do two together. and then I might do something. Yeah. It depends on how. So you'd like to get a good student. You can do them in 40 minutes or 45 minutes, maybe 15 minutes from the day. You're not exhausted. At the end of that day, you do another one. And if you get a student, doing not so good. You're really struggling to understand what they need and then you have to use it. But you might have to stop after one. Give a bit of a break.

**BB:** [00:17:41] So th ebreak would be for how long?

**M7:** [00:17:41] That would be five minutes ten minutes. Sometimes I exercise. I might do. I do. Very simple, very simple, very exercise. just to stretch the backs and muscles. physical exercise so that the heart is pumping again. The cardiovascular working again. So that would be 10 minutes of that, like every day. Or go ahead and make a cup of tea and just that, the one to get the mind.

[00:18:14] So which means that you actually think these short in between.

[00:18:19] It is because I've set myself a big target and very rarely do I do 15 hours a day. The minimal that I would do is 10. I mean, even if even if I didn't get to ten then I would work longer. I've tried. I've liked it. That's what I got the flow for the full 15 hours in the day because I just wouldn't be acceptable in my mind that I have not completed. So the measure of a mine was a little bit pleased with what it's done.

[00:18:52] Is there a pet project that you have currently ?

[00:19:02] a pet project? Yeah, I guess it's because new photography is my pet project. I've got the equipment and I haven't really got time because it's always been a hobby. When I was in high school, it was a hobby. I used to have my blue line to develop. I had my dark room. One year I did all the sports photographs and all the teachers for the school magazine. So there's always been a passion the next level was gonna be a career. Interesting, I thought. Now with a personality to make photography a career. You got to do something safe. Being conservatism, I am a conservative person, but I'm not a gregarious and sailing and going there and engage, really engaging with a lot of people. I thought that's what you need to be successful. I probably could totally wrong and. so I didn't choose a career. And so its been on the back burner as a hobby. I think I'll get to retirement. And I hope to be able to do it. But now I am teaching. But so in these periods, like now comes the camera and the equipment. So we're going away to Thailand for a holiday for seven weeks. So I will try to get back into it. And, you know, just creep up in some of the techniques. And I got the hunting manual system and I love them. So I've just taken on a passion of taking photographs of flowers. So I'm trying to develop my skill in macro photography.

[00:21:03] And is there something more macro photography? I mean, is there something that micro and macro or something like that?

[00:21:09] Sorry. Maybe I'm mean micro. I'm not sure why its called macro, so I don't know why. It is right up close up photography. But it's a bit of a challenge for me because to get really close, you are talking about flower, you are right here. You finish up really close, You might focus on the stamen, a little bit to the column and all petals are out of focus, To get this balance about and get the depth of feel and the closeness. So it's not so all that straight forward.

[00:21:47] How do you relax them?

[00:21:52] Oh, well, number of ways. So when I'm doing my PhD for instance. My most relaxing way was at least three times you get to walk. So I'm going back at least for a half an hour. And that because, you know, always had to know to do.And your mind is not free, mind is clear. But still thinking on things and so does all that, it was almost like a a an interaction between subconscious and consciousness. Okay. And because a number of many times something that just popped into your mind that I must build that into or, you know, go down that path or inquiry or build. Or research more of that was related, but also what I did was during those walks I'm using the podcasts, podcasts of radio program, the ABC Radio National. And I have a number of programs that that gave me very good ideas about my research. One of them is The Spirit of Things, which is about religion. of course, Another one is. All in the mind, I think, or something until it's all about psychology and. And they bring people on, talk about their fields one of on duty. And it gave me some really good avenues to follow.

**BB:** [00:23:34] All right. So you're actually not totally relaxed. There's something happening at the back.

**M7:** [00:23:40] The mind is still going. It's not like I'm doing a piece of art or something, totally immersed in magic. But in the evening when I'm probably exhausted, I watch TV because you don't use your mind when you watch.

**BB:** [00:23:57] Okay, so that would be the least use of your mind. And that would be for how long?

**M7:** [00:24:06] Well, over dinner and maybe. To two hours. And then something else at times. But of course, you communicate with the family. You reconnecting with them during that time.

**BB:** [00:24:26] So today when you were coming for this interview and what were you thinking about?

**M7:** [00:24:31] Well, when I got up, there was something wrong with the power in the house. So with my timetable to get getting there, I'm so usually taken an hour and a half to I get here. So I always walk to the station which is a 20 minute walk. And then I don't get off at Central. I always get off at Flinders street so the there is another walk. Just for the extra few metres at work. That is an hour and half. so all things I wanted to do, shower in the morning, have breakfast, fix this problem about the power on the House is all being calibrated to when I have gotto eave to get here in time.

**BB:** [00:25:18] And you were at home?

[00:25:20] yes.

**BB:** [00:25:20] Then you were traveling. What was the main thing that you were doing?

**M7:** [00:25:24] I was preparing to come here. So everything was about that.

**BB:** [00:25:34] And how well you concentrating?

**M7:** [00:25:39] Normal capacity , whatever that is.

[00:25:39] What would be the normal capacity?

**M7:** [00:25:46] Normal capacity is that I'm not being flustered on clear mind. I'm dealing with things in a unfrustrated way.

[00:25:56] So yiu are not stressed. You are absolutely relaxed either.

**M7:** [00:25:57] No no I am active.

**BB:** [00:25:57] Yeah active. Was it hard to concentrate? How self conscious were you?

**M7:** [00:26:11] 100 percent. OK.

**BB:** [00:26:17] How do you differentiate between when you are self-conscious and when you are not?

**M7:** [00:26:21] Good question. When I am self-conscious. Well, I am not sure. I think I look at myself, you know. Like, um. What am I doing now? I have this capacity, I think I have the capacity to look at what I'm doing objectively. I'm taking this,philosophically it is possible. Its not impossible here. Its really advanced meditation. But I do not think I am an advanced meditator. I just do it to keep sane. So I do. No matter what situation I am in. I'm always even now, of course, I'm always trying to be cue with all the back channeling of communication to know how I should be reacting, to what I should be adjusting my mind while I'm what I'm doing and why I'm doing it to you, too. I'm gonna say to ensure harmony. But I don't think in harmony terms that that's got to be the underlying motive mentioning in real life. I did not realise I did that. But thats what I am doing. Except of course when someone is aggressive to me, then I know. Then I can change my stance. Its a push back then. I stand my ground and I wont be pushed over.I won't be pushed out for the sake of harmony. But I'm not, I'm not so sophisticated to to use an analogy. I will not be able to circle around. So go around and use it. Use their energy against them, against the aggressor. I would probably use more avoidance. Or confront them or push back directly. Not be able to work flow around them to use their flow energy to to not in a combative way ... but deflect them.

**BB:** [00:28:47] Do you feel good about yourself?

**M7:** [00:28:50] Not always

**BB:** [00:28:53] No, today? These questions are set of questions which I ask all candidates.

**M7:** [00:28:56] Yeah, I am fine, I am happy.

**BB:** [00:29:00] And you are in control of the situation?

**M7:** [00:29:03] Yeah

[00:29:04] Were you living up to your expectations?

[00:29:10] Yeah

[00:29:10] Were you living up to the expectations of others?

[00:29:15] Well, yes, I have to say yes, but I don't have any tangible evidence yet other than the angry reaction I have with my daughter and my wife this morning.

[00:29:27] OK, so this you would have to do for me. So this is your describing your mood. Right? So between alert and drowsy. You can choose very, quite, neither so on. So it's between this and this- happy and sad.

**M7:** [00:29:44] Then I need my glasses. My reading glasses from about six years ago. So now I am now using it for my screen. So I put a tick?

**BB:** [00:30:01] Did you feel any physical discomfort as you came for the interview?

[00:32:12] No. Which is really good. It made me happy because I had a sore knee for a long while. I had it for three months. I was running up the stairs to go to a class, I tripped and fell right on my knee. And the left knee got really really sore. When the doctors said, it can take a long time to get better, because what happened was as I landed, I pushed the knee cap right onto the bone behind it and it was bruised underneath. Now, because it's an active joint its taking a long time, and I am 90% better now. So now I can get up and downstairs without too much difficulty. So I was happy.

[00:33:08] So who were you with?

**M7:** [00:33:10] No,one.I was by myself.

**BB:** [00:33:10] So your longest journey was the 15 years one. Other than that journey, whether any other setbacks in your life?

**M7:** [00:33:33] Whether they were setbacks or not, that's that's probably debatable. But I had set backs in particularly in your career. So when you see someone else getting promoted above you or you're not quite getting there where you want to get to? They might be seen as setbacks. In my case I just don't worry about them.

[00:33:59] And any major step that you would think that this was a real major setback for you?

[00:34:05] No, no. probably not setbacks. But while I would have liked to achieve more in my career, but I think resolved that in my mind. I think its always about the family and career. So I made choices but that had I made different choices, I would have been worse. So, in other words, if I put more effort just into work, making sure that I gave attention upper hand, then maybe that would mean success. more quantifiable or something. But I dont know. I dont know. No. So we don't know what the other possibilities will be. So I should be happy with how it turned out because they were... if you're not happy with what we are who we are now, then how can you enjoy life at all. No? I'm not quite sure how do I sound, what I am trying to say on that other than I'm trying to say that I don't use a term, but there's always someone worse off. But if we really allow those things I see as being setbacks or failing as not reaching ambitions, are they? Are they? Do they really matter? Yeah. Really should only be happy with things that I do head on, things that I don't have.

[00:35:39] Okay. This is just a curiosity. Are you still with ANZ?

[00:35:42] No, No. I am now retired. So I am self-employed. After retirement straight into doing my PhD.

[00:35:56] Do you always finish whether you begin?

**M7:** [00:36:03] Oh, I couldn't say always. So mostly, yes, mostly. Almost always.

**BB:** [00:36:16] Because you said that you were meant to give a commitment you actively endeavor. Whener you face setbacks, do you feel discouraged?

**M7:** [00:36:27] Yeah. Sometimes, you know. When you regard them as being big setbacks the it breaks my confidence. You know, really fell down, but not for long. I don't linger on things. OK. So like there was an incident once when I was working in the bank in Sydney, but hosted a dinner party with some of my colleagues who there at the end of it, this peer, a girl, we were peers working together and worked with, and were good friends. And she came up and told me about her promotion. And I felt really bad about it because she thought that I should have got it. And it was into a quite a senior level. And I didn't feel bad about her getting it, but I felt bad about that I didn't think someone at our level would be considered to take that significant step. And I thought, well, where do I stand in all this? You know, I felt really, really low. I feel happy for her, but I felt really low for myself. There was no jealousy involved. But I just rock my whole sort of perception of how the hierarchy and possibilities worked. And but that's only for 24, 48 hours. And so then I move on, you know, Resolved resigned to that fact. But that's part of the past now. And you've got to go with the future.

[00:38:04] So in those 24 hours, you felt really low? And you felt really bad?

[00:38:10] Yeah, questioning myself.

[00:38:15] But then at this time, you were not actually meditating.

[00:38:20] No. It was a big mark in my career.

[00:38:25] So could you tell me the role that this lady had and you had not?

[00:38:33] We were working as peers within a group, we were in a department before different managers right? And there's. And so we're working for senior managers and we're managers. And she got a senior management position in a specialized area and I had in that specialised area. And so, and just caught me totally out of the blue that they would consider someone at our level to take that step. And then I never, ever thought that I would be considered for that. And yet this person was.

[00:39:14] So ultimately, when you retired what role did you retire at?

[00:39:17] I was I was a head of a function in Papua New Guinea. Ok. And so I went on there as the number two for the bank. And that was called the head of the corporate institution banking for my part of the. But of the business and so I came back from that. OK.

[00:39:43] So that means you did cross that level ?

[00:39:47] Oh yes, eventually. Yes. Yes.

[00:39:48] And how long did it take you to cross to that stage?

[00:39:52] From when she got a promotion? Probably 18 months.

[00:40:01] So it was the next appraisal cycle that yours went through?

**M7:** [00:40:01] Yes.

[00:40:18] So she just went, one phase of the cycle before you.

[00:40:20] Yeah. Basically it basically.

[00:40:24] And so it took you 18 months and you were in the same position as her that you had questioned yourself on. And ultimately, when you retired, you retired as the second in person for a country. In this whole journey, did you ever feel that this was not something that was really fruitful, not being productive? When the time came for retirement, did you get the feeling that this was productive? Had you got two more years to work, would you have continued working? .

[00:40:58] No, because I'd already set my ambitions on PhD. So I was always building for something that was outside that pathway because it wasn't fulfilling me. Ambition or or intellectually, as I wanted. So when I did my masters, the main reason for that was because I was running Department of People. I needed to build capacity in their capacity. So I did a master's in education, workplace education. I wanted to get outside the framework within within my organization to understand. I wanted to get an academic understanding of as well, Because we hire consultants who bring new solutions and they know how much of it's just playing magic tricks and stuff. I wanted to understand the language. So that's why I did. That's why I chose to do my master's in workplace education. And then with my experience in the, and this is really challenging, That's another real challenge that was working in the cross-cultural environment. And obviously having to come to that and I got to a stage where I where I would my own assessment, without trying to remain humble about it, was that I was very successful to be able to do that. But to get there was was really, really hard work and a real steep learning curve. And I questioned myself a lot of times on that. But I had a real good boss. And anyway, so while I didn't want I want to understand, well, what is it about cross-cultural management? What is academia say about it? What can I bring to that? And so that's why I moved on, not thinking I want to continue down this path. I want to solve this problem for my experience.

**BB:** [00:43:18] So now as an academician, are you still applying your knowledge that you gained?

**M7:** [00:43:30] Absolutely. Hundred percent. And I am still learning. Yeah. Yeah.

**BB:** [00:43:39] So how are you applying?

**M7:** [00:43:41] Yes. Because I'm teaching in the same field right now. I'm teaching in management. I'm teaching leadership. And I'm teaching you cross-cultural making. Okay. So it's it's my whole career. So I just keep bringing more stories into it. I keep seeing what we're teaching them and and trying to bring a reality to that for the student. No, I think I leave them behind a lot. Probably cant expect too much from them. Especially the first semester I did performance management and probably they thought I was a cynical old man. But then, you know, it was very difficult you know. Because I just had this crescendo submitting...crescendo of effort, work and everything to get submitted one and within two weeks I'm teaching and I'm still up here. I am still up here revelling at this sort of intellectual level and suddenly teaching undergraduates. Where do I meet my expectations? Oh, it's a far too apart because I had just come out of a work environment too. So I thought they're mature people who are running department store managers here and say, you know, how to talk to and you know how to what level expectations you can set up on. But with undergraduates, you cant.

**M7:** [00:45:00] That's right. Exactly.

**BB:** [00:45:06] I'm still struggling to find that link.

**M7:** [00:45:09] Yeah. Absolutely. No matter what. So I'm learning.

**BB:** [00:45:19] OK, so if you were to choose between being a hard worker or a smart worker, where would you put yourself?

**M7:** [00:45:29] I'd put myself as a combination. I mean, you have to have tenacity. You've just got to be got to be prepared. You know, I think there's a lot of truth in the adage, it's, you know, it's 10 percent inspiration and not a 90 percent plus. Its definitely that. Appears different. I definitely definitely... you are not prepared to put in the hard work, but in terms of thinking, I am not, I am not a detailed thinker. You have to force yourself into that. I'm, I much prefer to doing conceptual. Big conceptual things. I am not an analysed, detailed, analytical sort of a person. But in my work, I had to bring that attention there and and in my studies you need to bring that attention to detail. So that's that's part of the grit that you have to apply. And the other one is just, you know, all the effort to get it done. You just have to do it. It takes both. Just don't give up. If it takes a lot of hard work, it does not matter. When you know it takes a lot of hard work doesn't matter if that's what you want to achieve. That's how I approach.

**BB:** [00:46:47] Would you describe yourself as diligent?

**M7:** [00:46:50] Yes.

**BB:** [00:46:56] Now going back to those 15 years of struggle that you had to complete your uni,at that time did you have do experience flow because now you are now experiencing flow.

**BB:** [00:47:13] Oh Definitely. Because because I had three things I had to manage, process and development, that's my career. I love learning and made a career path and build a a academic path to satisfy my ambition and also having a family. So during that process I got married and had a daughter. And so I had to, had to balance those three and I didnt do it quite by myself ofcourse, my wife contributed to that effort to help me achieve that academic goal. But the other two family and work I had to do it by myself. Other than still being supported by my wife to give me the freedom to go do it. So definitely. So that was three areas that I had no experience in, that I had to climb that steep learning curve.

**BB:** [00:48:21] And could you make a list of the things that you sacrificed while going through all this?

**M7:** [00:48:30] Well, the main thing was time. Time was dedicated to all these actvities so I sacrificed my holidays. My whole life, I would take off before exams and study. I didn't have any home works, it's just study, study study and study.So I am working, go to class at 9:00 and do some work on weekends. So all the weekends is study. Annually take two weeks before the exams in first semester use that for studying. Same again at the end of the second semester. Use the final two weeks and study. So my time, I couldn't do or pursue anything else. So the timing while you are doing that between those three sort of streams of priorities. In the meanwhile, the actual sacrifice of personal time for that achievement. Which meant that personal time was sacrificed, you can't do other things like photography, or go to some place or what have you.

**BB:** [00:49:33] We've actually done a good job and finished the whole thing. You can finish the last part. .

[00:50:07] So I have answered these. So challenges of activity, which activity are we talking about?

[00:50:14] This one. This interview.

[00:50:30] It's not a challenge because it's it's it's it's enjoyable. But then if I put low, then you might think I didn't enjoy it.

**BB:** [00:50:44] It is up to you. Write whatever comes instantly to your mind.

**M7:** [00:50:47] Well, you know, it has to be here because. Because it's a. That is on the basis that I don't see it as a challenge. I see as I'm involved. What skills? Communication skills here. You have to answer that not me.

**BB:** [00:51:45] Oh. This is a self-analysis.

**M7:** [00:51:49] My self analysis here. Okay. Let's say I'm a soft kind of person. It was not important to you then, then heaven forbid. But you don't count because you're here. And there's more.

**BB:** [00:53:34] If you had a choice who would you like to be with, right now?

**M7:** [00:53:36] Who? It would be my family. either my wife or daughter.

**BB:** [00:53:49] And what would you be doing?

**M7:** [00:53:52] We would be we we we would be doing...I am looking for a category, I guess our household chores, but thats a little bit too broad. And so it would be projects in the house. I know what my daughter wants time to do so.

**BB:** [00:54:10] Thank you. Thank you.