Fluorescent blue – grit

Fluorescent Yellow - grit and flow and meditation

Grey – flow

Army green – leadership

Fluorescent green - meditation

# M8 meditator.mp3

**M8:** [00:00:00] In 2008- 2009 began meditating. I was taught meditation, I then went on three years later and learned how to teach it. So that regular meditation. Yeah, it's been going whole light ever since I learned. So I meditate twice a day. I'm for 20 minutes, twice a day. But I do do a lot longer ones nowadays to say. And in the beginning, too, I did. Did you fall for that once?

**BB:** [00:00:38] But did you go to any retreats at any time?

**M8:** [00:00:42] No. No retreats.

**BB:** [00:00:47] And here when you did it under whom do you do practice?

[00:00:51] Malcolm. Malcolm Fletcher. Okay. Malcolm's background. He he spent 10 years teaching transcendental meditation. He spent quite a bit of time with MahaRishi back in the 70s. But he got to the point after ten years of teaching full, full program of TM. They just discover that using a mantra and a reference to refer back to the mantra of the time when you drifted off on took off, It can be self limiting. So he started to have a look at meditation in a new way. He has too much travel and read thousands of books and he runs a fashion import business. So he did a lot of buying a lot of garments out of India. He spent a lot of time in India. So far as a person would know more about meditation. I don't believe you would find anybody that knows as the knowledge that he has around meditation. I've just been fortunate enough to spend 10 years with him. We've got a really good friendship. And, you know, I've been the one taking it into the corporate arena and it's changed a lot since when I began to. The way we teach it now very is far more direct because corporate, I don’t like to be mucked around. I like to give you one hour with their employees and you have to be able to perform in that hour. So while I'll give you one hour a week, you know, over a period of time and they don't like you to start talking for an hour and a half. No sign of a really, what with Malcolm. I came up with a way to really scale down to just giving people that direct experience and then then beginning to explain more of what's going on over that time. So to say, yeah, like when we were on and take a course through a corporate environment, what we would actually do is we begin with the introduction. The second session takes him up to 20 minute meditation and then it's just reinforcing that 20 minutes, but explaining a lot more about what they're experiencing and what the long term benefits are for. Yeah.

[00:03:43] So you have been working with corporate?

**M8:** [00:03:45] Yep. Corporate. Corporate here. Like doing a lot more work online now. So when I begin to teach a lot more through June. Okay then. And then going into online. If it's here in Brisbane. Yes. If it's in Melbourne. Sydney, then we do it through through Zoom. I'm teaching people in Canada, and in America because I'm part of the Proctor Gallagher Institute, which is I don't know if you've heard of Bob Proctor. He is probably the leading coach in the world for human performance and potential. I know he talks about a lot of positive psychology and that sort of thing. And that's you'll find a lot of information on YouTube. So I'm one of their consultants in that area. And really would the meditation and that, you know, bringing that their programs and managing them, it's such that the way I'm using a lot of that language of of the thinking in the results program I'm bringing into how I teach meditation now. OK, so so it's a combination of the two that have very, very good.

**BB:** [00:05:06] Ok. So what I'm doing right now is actually trying to assess two attributes of positive psychology. one is flow and the other is grit.

[00:05:21] Yep.

**BB:** [00:05:23] Trying to understand if this is what is the relationship with meditation and flow and grit. Obviously a relationship that's been established between flow and grit. So that's where this comes in. So this that's what I'm doing at the moment. And with this looking at leadership. So which, you know, with the leadership standards, that could reflect the thing that's there. So from management perspective, what would be the leadership style aspect of it. The meditation perspective is to understand how it can be used as a mind training tool, which you're already doing. With UN declaration in 2017 on wellbeing and mental health becoming fundamental in every individual's life. So now there is a wave of consciousness in organizations. So they're looking at it from that because the United Nations said it very clearly that there's a four dollar of what everyone really invested. There's a four dollar return from every one dollar invested. That is a language that corporates understand. So that's where I picked it up. And I decided that this could be a good time to get into it and look at it from a management perspective prior to this. I have been in senior management, worked with Indian company and it's a known NYSE listed company, in IT. So roughly I had 40000 people that has to look after this company and we had at that time 110000 people. So. That's where I come from. Yeah. So do you work alone or have a team?

**M8:** [00:07:52] I pretty much work alone. Yeah. I like I've been the one that's probably Prock's training line into corporate city. And I'm really at the forefront of bringing meditation into corporate in the way that I do. So it's not certainly not mainstream in Australia. It's probably more recognized and accepted in America than it is here. But because a lot of it is taught in a way that doesn't have mantras, focus points, we don't focus on the breath or anything like that. It's very direct. And I've started to teach along the lawyers and, you know, I'm done and done some bank groups and all that. And they've actually been quite shocked at the experiences that they have. So it's here, which is a positive thing. But yeah, it's just breaking down those barriers. I mean, more with what I'm doing with PGI and I'm teaching a lot of consultants now. They're already aligned to meditation in so many ways and they know the benefits. What they're surprised that it's all the meditation that they've done before nothing's been as directing and taken down to that source so quickly. With what? Working with them? It's good because straightaway they start referring with other people say that momentum is there around that area now. So that's why I'm teaching people overseas now that they're doing platforms and all that went there like they are now.

**BB:** [00:09:57] So how do you it? What is your technique?

**M8:** [00:10:04] I'll tell you, it's not a technique.

**BB:** [00:10:07] I know. it need not be a technique.

**M8:** [00:10:09] Because there are techniques of meditation and one as a mantra. One is focus on the breath. And so you watch the breath come in. Now you've got a guided meditations. So there's all those sort of things with simply what we what we teach is one. Number one, what we point out to people is you can already meditate. It's an ability you already have. You've just lost the night element and how to do it. The other thing that I align the mind with over and above anything is it works on the lower polarity. So the lower polarity is just the law of opposites. So you can't have it up without a down. You can't have drop without it back in time with them. Now, you can can't have a busy moment without having a quiet moment. So that moment, the quiet mind that everyone seeks. So where do they say you don't have to manifest or focus on anything to create that you just simply need to allow your mind to do what it can already do, and that's transcend to those quantum level of the thinking process. So it's simply that being shallow, that entry point into meditation and where to turn your awareness. So when you're doing your awareness to that entry point, it automatically begins and transcendence starts to happen and you will meet your own natural state in meditation comes through. So that that's why I would say this is not a technique. Because the technique is trying to create something while here we simply allow it. We are allowing your own state of meditation to come through by teaching you where to turn your awareness, which comes out to two things. It is very simple, but it is very direct and it has a lot of a lot of power to it. So it's it's it's as simple as taking people through a series of little exercises so they capture the point of entry and through explaining to them what they're starting to. And show them where they need to turn their awareness. They begin to meditate on that transcendence that begins to happen without me guiding them. They start to do it themselves. The hardest thing they do from then on is create the practice and change habit. Things that happened to change. Change of ritual behavior throughout the day to introduce it and make it regular. Because meditation is not good to anybody unless you do it. It's like going to the gym. You're going to go to the gym, get the benefit you've got to allow and time to see to get the benefits of meditation. So that's a takes some real change. But I can I can show somebody that's never meditated, had a go directly into meditation as if you've been meditating for 60 years. So, yeah, all the techniques of meditation, have been taken out. So it's more of a direct experience of allowing your meditative state to come through. That's that's what we teach.

**BB:** [00:13:51] Well I ask because my background is Buddhist. Yes. So I come from a Buddhist family. Kamla So meditation is by far everyday teacher. And I started doing it when I was three. That is my earliest memory of it because my grandmother said she used to babysit me and I used to land up on her lap and that's how it was. You know, was sit with her and she's doing it. And, you know, I never really knew the technique. Because it was there in me even before I was conscious.

**M8:** [00:14:34] Yep.

**BB:** [00:14:51] So that's how it began. And so that's when I ask people in their meditators as to what do they do and so that they get an understanding. And I tried to compare notes of myself because mine was very inherent.

**M8:** [00:15:05] So I think it's probably like you if you looked at your guru did that really was my Maharishi is my master. But my Rishi spent a lot of time with her dad. And I know a conversation I had with Malcolm marriage and was asked, you know, when. When he used to sit with Gordon. Did they use a mantra and marry? She said, no. We just used to sit in his presence and be drawn into meditation. We're even more marriage. She bought the monitor into his cause. Really? He brought meditation to the what is possible. Undoubtedly he. He was a man that did that, and he had to dispel ignorance. So he couldn't come in and just see and then have people close their eyes and begin to experience transcendence. That wasn't going to work. So because nobody would listen to that. So he's he came on and he was brilliant to do it, but he came up with a way that would get people sitting there and repeating the same. And they would begin to transcend. And for that, he really dispel ignorance in the ways of how to translate. So he did a wonderful job doing that, but still doesn't take away the fact that over time that becomes limiting. Because if you could you could transcend and fall off the monitor a look and drift off. Yeah. When you when that awareness comes back again, the referral again back to that same. To me, that should just be aware of what's out there. So, I mean, we don't even start with a mantra. We just simply bring our awareness to a point and allow that transcendence to begin. And if we if we drift off and we become aware of drifted off, well, then we just bring that awareness back to be aware of what's there now. So that's really how we roll. And I know Malcolm. Malcolm on his way back from Switzerland, belief and being with my Rishi for an intense came over there. He he he stopped over in India and trekked up into the Himalayas to meet long term Alabama. And he was one of my issues. So what would you say? Calling like a mentor to me and my Rishi would talk to him a lot. So he'd heard my Rishi talk about him. So I decided to did trek up to the Himalayas and finally living in his cave and he sat with me. That was the first on Malcolm actually sat down and tapped well above. he was sitting there meditating and he had had a couple of guides and interpreters with me, with Malcolm and to Malcolm just sat there of his waiting for him to come out of meditation. And he found himself just automatically being drawn into meditation without any mantra, without any focus point. So he just went with it. And so he ended up sitting there meditating with him for quite a while. And then when, you know, when they come out of meditation, he just got talking to him and he actually asked a question to Tutwiler and he said, what other meditations can I try? It will, you know, will help me translate more. And that was his response was don't try. Now, it took Malcolm a lot of years to figure out what he meant by Dr. Phil, but hence that's why straight lines come from. We don't force or focus on anything. We allow allow on meditators to culture. And, you know, we're fortunate enough to come on, move, come up with a way that can take a new meditator. They're just as quick as a 10 year meditator in some other form of meditation. In actual fact, sometimes and maybe we'll get it quicker because the person that's been meditating a certain way for ten years will close their eyes and do what they've always done. Even though we might be saying, right, I just do these, they automatically close their eyes and start to go back to old habits. Yeah. So yeah, but they do get it and then they realize, oh yeah, I can do it. This is taking me far deeper, far quicker. And yeah, I mean these are things like the focus on the breath and all those sort of things that they can sometimes hinder. But really keep me up there on the surface like you might drop off, but you're not necessarily fully transcending. They're probably relaxing. And that's the other thing. We teach his in the minor leagues so the mind can lead and transcend those quite levels thinking process. The body then follows. And that's when you start to cast off strokes. It's not the other way around. On the guided stuff out there, it'll tell you where to start to relax. Somebody that's putting the cart before the horse is the wrong way around. Mind must lead. So it's going to lean and the body will follow. So they're probably like from my point of view, when I hear those sort of things now, it's it's quite like I know that it's the wrong way round.

**BB:** [00:22:21] This is not not part of the interview, actually. Have you ever felt like leaving your home. Lost interest in material world.

**M8:** [00:22:32] I have but it's hard to give in. I have had a lot of meditations where I just feel like I've dropped off the face of the earth. I don't necessarily remember.

**BB:** [00:22:45] No, I mean, I just thought that yes, I think it would be nice to leave to leave the material for something, which is.

**M8:** [00:22:54] Yeah, it can be quite something. I wouldn't say no. Yeah, I wouldn't say that. I'm consciously saying I want to leave, so to speak, but because I think I wrote too much work to do. Yeah. I have set pretty big goals around consciousness and shifting humanity's consciousness and all that sort of stuff. So that that's my drive. So yeah. It's Yeah. I mean when the day comes to it it's time to leave. It's time to leave. But you know you get to sit and say I want to leave. Yeah, it doesn't. There's no concern of leaving. Yeah. No. Yeah. Just the thought. Yeah. Yeah. Because I asked this to a few others. Just let it anything like that. Yeah. Oh yeah. I could do that. That's the kind of thing. But then I realized that I put to other responsibilities to give you an inkling that and then sort of got into my thing. But the feel that damn golf. It's okay. I can do it. I'll probably say that I'm going through that anyway where I probably became a recluse. But I'm actually at a phase now where I can see how I can take this to the world in a whole different way. And that excites me immensely. So that's probably what I've been working towards for 10 years. And now I've got a clarity around that say so I'm ready to rock and roll. So, you know, I hear when you talk in those terms. Yeah. It's. Yeah. I still think that as a as a meditator, there's times where you will retreat because you like that solitude. You like that quiet space. And then Malcolm's like that, like Malcolm's 50, 50 years meditator. As I say. You probably won't find anybody that knows more about meditation than him. He knows stuff that just blows me away. I could ask him a question and he will answer. He just knows that through through the years of meditation and he's very, very knowledgeable. He's read a lot of books. I'm not one to read. I just learned by experience. That's sort of my way. But I've just been fortunate enough to spend a lot of time with him, say.

**BB:** [00:26:20] This list of questions is mandatory. Let's get my pen and start with what we were thinking about just before joining the interview.

[00:26:31] What was I thinking about? Nothing really where we're going to get our room. So, yeah, that's all. But, you know, honestly, I was so hot when we sat down at there. Oh, wait, hold on.

[00:26:53] Where were you?

**M8:** [00:26:55] Where was I. Yeah. Meaning I was I was present.

**BB:** [00:27:01] Yeah. So what was the main thing you were doing? Well I think you answered that you were thinking of getting a room. How well you concentrating?.

**M8:** [00:27:17] Concentrating. I wasn't concentrating at all.

**BB:** [00:27:23] Oh, was it hard to concentrate?

**M8:** [00:27:34] To explain that, generally, I dont work on focus or concentration. Because I believe that it narrows mind's capability and believe awareness is far more powerful. So when we said there was awareness of our space and knowing that as I walked in the door there was meeting rooms here. So. That's right. Let's go. Let's go ask and see if we can get one. So it's more of the awareness cause you're asking those questions here. When you start to concentration or focus, that actually goes against everything that I would do in meditation. It simply awareness. It's bringing awareness. And awareness is all in all. It takes in everything has an effect. Focus is focus on one thing. And I know I can totally write a book. Focus. You know, the power of now. And he really emphasizes on focusing on now. And to understand that if you've got a stressed nervous system, you'll do adding on a day that you've actually gone through meditation, you've got to allow the body to drop into that deep state of rest. To cast off stress off the nervous system. And stress is a part of it. So stress on the nervous system is caused by our past experiences. And then they get loaded onto the nervous system that then creates a thinking process that projects anxiety in the future. So that's how we begin to experience anxiety. So when we start to experience something that we've been stressed before and we feel the stress, we then start projecting into the future anxiety, which keeps us from now. The only way to really bring things back to normal is to begin to release the stress of the past. So then we're not projecting anxiety in the future. That brings us back to being present, not focused on now being present, being present in this conversation. That's like not, I'm not thinking about what I'm going to say next. I'm just going through a conversation. So thats that was my experience walking in there because they were straight questions that you asked. And here they were sort of concentration and focus don't tend to tend to align with me very well. It's more that awareness. Being aware of where you're.

**BB:** [00:30:34] How self-conscious were you?

**M8:** [00:30:40] Self-conscious? No, no, no, no.

**BB:** [00:30:43] Do you feel good about yourself?

**M8:** [00:30:45] yep.

**BB:** [00:30:44] Were you in control of the situation?

[00:30:51] yep

[00:30:51] Were you living up to your own expectations?

[00:30:53] Yeah.

[00:30:56] Were you living up to the expectation of others?

[00:31:01] Yes, I was the other.

[00:31:02] I would say that. Oh, yeah. That's right. I would never answer anyone because I am not into expectation of others. They can decide whether or not I am or not. But if I'm happy with myself, that's all that matters. And as long as you're not rude. No. Dont think that will be right? Yes.

[00:31:32] How do you describe your mood as you came for the interview?

[00:31:41] So you just tick a box. Yeah, take a look. So at the two ends.

[00:31:53] What is this one?

[00:32:27] Sociable.

[00:32:31] This is something that you would be answering not me.

[00:32:43] This is a self-assessment.

[00:33:04] This is another one you should be answering. I was involved, wasn't I?. Think open. Clear? Say relaxed. I'm cooperating, aren't I?

[00:34:01] So lets go to your past? whatever questions I ask, if you feel uncomfortable, you are welcome to not answer. That's okay. Okay. So right from the beginning, from hen you were born till today. Have you set any goals for yourself?

[00:34:20] So from the beginning to now, I'm probably more goal orientated now that I have ever been. But as a kid, all I can say things like, you know, there's times where I know that I'm probably putting my head as far back as liking a certain car and saying I want one. I mean, like as a kid before I could drive and then being able to achieve that goal later on in life. But as a kid, I wouldn't say I understood goals. So I wasn't really, I was unaware of what goal setting was and what it meant to go achieve a goal. I probably understand that more now than what I did when I was a kid. So I can honestly say everything that I've ever decided I'm going to do. I've done. Whether that be good or bad. So it's like when I say good or bad, whether it be a good result or bad result, I can honestly say I can pinpoint what I was thinking at the time to achieve what I achieved there, whether, as I said, it was a bad result in the end, was because, I was thinking about it and created it. But there's been many good things that I can pinpoint to that I can say I never let go of that to achieve. But to understand them as a key, not a kid. It was just done totally unconsciously.

**BB:** [00:36:15] But even then you achieved it, even though you were thinking unconsciously?

**M8:** [00:36:19] Yes, I still achieved.

**BB:** [00:36:24] So, you are saying that you achieved them even though its now that you've been meditating now for ten years. And now now the difference is that, you know what is consciously what you know, what is the goal of what is the milestone that you want to achieve?

**M8:** [00:36:42] Probably the most powerful thing out of that I've got out of meditation is. Casting off an awful lot of stress begins to allow you to be kind of consciously aware of more, but also to begin to act in a different way to achieve what you want to achieve. So with whatever I achieved now, is done with a lot less stress and strain. It's just setting the intention, taking the right action and achieving. There is a belief that I will achieve it rather than being worried about what if, what if, what if. Well thats all gone. And I think meditation gives you that gap. So you can just be aware and and know when you start to step into the wrong thinking and correct it. Where I think premeditation is when I would run off with the wrong thinking and then that would start to bring down a goal might have been achieving that might have had the belief it wasn't coming quick enough or, you know, I need this now and then start thinking negatively about it, which then it would counteract what you were doing. So, yeah, that's going to be the biggest difference.

**BB:** [00:38:19] Do you get distracted by new ideas?

**M8:** [00:38:21] With new ideas? Of course, we should be. And why I say that is because with new ideas, you can get excited by it. And this is probably a new thing that I'm bringing in. I'll write them down. So you're not jumping from one to the other, but yet that's still easily done. You can give me enough new ideas, pop up and you get excited about it. I wouldn't say it's a distraction, but if it could be a distraction, if it is meant to be working on something else. So yes, I will say yes, you can still be distracted.

**BB:** [00:39:10] But you're saying that you can get distracted. But at the same time, so, are able to do two of them, three of them together?

**M8:** [00:39:20] That's actually a great question, because I only thought about this when I was driving in. I started to realize there was four goals that I'm working on this year. And it's the first time I'm recognized that I can actually do all.Where once upon a time I would just focus on the one. And that's what I was telling you about mind narrowing down. And yes, I'll focus on that. That's where I'm going. There was a recognition this morning running this morning, coming In here and thinking that there are four or five goals on this year. The first time I actually feel like I can I can work at all and achieve at all this year. So which is pretty exciting. Yes.

[00:40:27] Ok, so now I think I've answered this, but I'll ask it again. So say you have been doing one particular good job and you are trying to work towards a good end of the job here and you get something else. Same premeditation and post , describe and explain So premeditation, you had a goal and was working towards it, but then you found another goal. So will you leave one for the other?

[00:41:06] I will say, yes, I could. But I would also say on many occasions a goal being set and been focusing on it. I would generally see it through. If I still thought it was right, but I still wanted that, I would still keep adding to it.

[00:41:34] But if you didn't want it?

[00:41:34] If I'd start to think, well, you know, I'm not interested in this, you know, switch over to the next. But I think that comes down to, you know, I explained you a problem for goals on the go this year.

**BB:** [00:41:54] Post meditation?

**M8:** [00:41:55] Yes. I think now I set my goals better. But there's more clarity around them.Before it was. I won't do that. Mm hmm. So I can say I was unaware. But I kind of set the intention. I mean, even more like because I work at Cunnamulla at the moment and I'm doing I'm actually doing some project management work or in construction. So 28 years experience in construction industry. Five years ago, I was working on a job and there was a fella there doing superintendent Role and so he was working for the council, but he oversaw us as a subcontractor five years ago. All he had just through a conversation with him, I said to myself, that wouldn't be a bad role. Yeah, well, I think I enjoy that. five years before that's all I really want. I just honestly thought that would be a really good role. I think I'd enjoy that. And there was a few times obviously you'd think about it and I think, yeah, that would be bad. That wouldn't be bad. Five years on. It happens. So but that's probably been more an unaware. Say yes, the intent was set and obviously I've got motion involved in it. And yes, it's manifested, but not with any clear direction on it. So yeah, in that that probably that was early days meditation obviously five years into meditation that I was starting to do that where just an intention was set and it would manifest. I do believe you become much more powerful manifest during meditation. You can truly do. But that has a double edged sword because you can manifest crappy things just probably quicker than you can. It's a good thing because good things take a while to develop, but crappy things, it's easy to think negatively and then you can develop that very quickly. So it sort of explains it in a roundabout way. Probably got off track then.

[00:44:30] That's fine. So you are working on a project. And my next question is on a project. So say you have a project for a number of months. What would be the average duration of a project? Average duration.

**M8:** [00:44:49] Now, when you say project, what sort of project?

**BB:** [00:44:52] Any anything would you would define as a project.

**M8:** [00:44:59] So when I was trying to create something,.

**BB:** [00:45:02] If you if you define that as a project then that would be one.

**M8:** [00:45:06] I can honestly say what I'm working on now. I've worked on seven years and that's the meditation side of things online. And the concept I was talking about this concept seven years ago now I don't allow a lot of things to manifest, to be out to get clarity and be able to begin to do because some of that technology was an hour and seven years ago. That allows me to begin to do it now. Yeah. The question what you're really asking me is, can I stay on a project for sustained amount of time more?

**BB:** [00:45:47] I am asking you is. sustainably for that amount of time. But also would you be able to focus on something else simultaneously and be able to give of yourself that much quality.

**M8:** [00:46:05] Yep. Yep. But that's only something that I'm noticing now. Mm hmm. So. Yes. And even with what I'm doing with the project manager that will probably become aware of this, I understand now more than ever that certain things are there to actually support, to manifest, what I am trying to manifest. And beforehand I would be just as I said, you'd be narrowing the mind's capability down to focus. And yeah, because people talk about a laser focus, get a laser focus to achieve your goals. And once upon a time, yes, I had that. But it probably didn't bring the awareness to understand that I needed this piece and this piece and this piece to bring it together. And yes, it will manifest. So what I'm what I'm building on right now. The project management that I'm doing is really allowing a good steady flow of income because there's quite a bit of money to go into certain things that need to be put together now. So I can say I can do that now. Probably wasn't good at that for a few years ago and probably still was not good at it in the first four or five years of meditation. That a lot of that is really starting to develop well in the last two or three years. I was probably a little bit focused on one thing and not necessarily giving a good time.

**BB:** [00:48:03] Okay. So let's say. Okay. You're saying that you don't concentrate, but when you're doing some say you you start doing something. You say you're working on your project. How long can you work on it in a day without taking a break?

**M8:** [00:48:30] If you can't quantify it without taking a break. If I'm right into it. When you say not, take a break. You mean, when I go in the toilet, get coffee, that sort of stuff. Ihave not thought about it. This is a good question. It's not something that I've thought about. I can honestly say there's been times when I have been head down when I am writing an article, focusing on that article and then just writing it and then tweaking it, reading over it and doing it four hours ago, past that time before .

**BB:** [00:49:24] So four hours. And then you would take a break maybe to go to the washroom, or make a coffee.

**M8:** [00:49:30] Yeah. Time off, go to the toilet and make coffee. Get a water and then I'll sit back down and do it again. Keep going. Yeah.

[00:49:42] So I'm trying to understand yet that you would take without any breaks of any sort you would work for four hours and then maybe take a small break for a coffee or something and come back again. The second time that you would come back, how long would that be for?

[00:49:55] How long would that be? And see that's the other thing. I would go to the toilet, make coffee and I would sit down. Let's say I would be drinking the coffee while beginning again. It was actually drinking a coffee while actually coming back and.

[00:50:11] You'd do that again for?

[00:50:14] The second thing I would do that easy again for four hours.

[00:50:20] And the break in between, say the coffee would take 10 minutes, five minutes?

[00:50:26] And I would go would be pretty much go to the toilet, make the coffee. So yes five minutes. Yeah.

[00:50:36] What I'm trying to understand here is, OK. So when you sit for these four hours. Mm hmm. How do you feel?

[00:50:48] Usually there is usually an excitement.

[00:50:58] That's like a buzzing excitement of creation and creating. But if it's a if it's an article or something like that, it just creating. So, you know, I might be writing about a particular thing in meditation. I might be doing something, but it's expressing what's within and putting it on paper. So it becomes, you know, there's an excitement.

[00:51:27] Anything else other than excitement?

[00:51:32] I won't say anything now I kind of really. Really say like, OK, so with that excitement comes an energy feeling and you feel energized like. So. But here. And that's that's true. Sometimes it's actually quite difficult to keep in check. You can. Yeah. Yeah. There's a real excitement to it all and that energy that comes with it. You always feel like you need to be bouncing around, so to speak. Mm hmm. Yeah.

[00:52:12] Ok. I'm actually getting a visual of you bouncing around. But when you do it again in the next four hours, would it again be the same?

[00:52:27] I would say the next four hours is probably a little bit more subdued because that might be the process that I would go on right now operating over a long tweaking what I've written. So that's a little bit more like it's probably the first four hours if I'm writing something that it's more or more I I getting those words out. It's having that where the next four is more fine tuning what I've written. You know, fixing stuff and coming up with a little bit better way to word something, you know, say probably a little bit more chilled back. and.

[00:53:06] And. If someone interrupted in those four hours, how would you react?

[00:53:11] Yep. How would I be or how would I react and be? You know what? I dont react I respond.I always respond. Well, what is my response? I'd be fine. But just knowing what I can be like and sometimes I might not necessarily connect with that conversation. Mm hmm. Mm hmm. So I might be thinking, I can think of that later. Oh, I'll come back to that. But. But like I'm only going by, because I went through a long period there where I wrote a lot. So that's where I'm taking my mind. And that was probably four years ago. So I haven't written a lot lately. You know, I sort of went through a big spurt there where I write a lot. So I haven't written a lot since then. So it doesn't necessarily reflect where I am now, so to speak. But they were the times that I really sat down and just thought, I'm going to spend time on this and I'm going to write. So I was probably disengaged from everything else at times around me. Where I'm not so much like that now. So whether or not I was just trying to get because I've written enough to write two books, but not so on computers, I just never taken it anyway.

[00:55:02] So that's about writing.

[00:55:04] Yep.

[00:55:05] So if I were to refer to any other kind of projects that you do? say, in your construction.

[00:55:09] Well even now I come excited about some of the stuff that we're doing out there, because for me going to Cunnamulla is stuff that I do out there makes a difference to a whole community. where if you do work here in Brisee. Brisee is a big place. You can work on a project and, you know, it might impact the small world, but it barely makes a dent in a city. So big, where out there, you do a project and it makes a difference to a community. Say. So there is there's probably that excitement. I do feel that excitement. On certain days when I can see things going forward with projects, and there is still gotten that excitable bounce around energy.

**BB:** [00:56:08] So this is the one where you act as a supervisor?

**M8:** [00:56:10] Yeah.

**BB:** [00:56:13] And you have a team with you?

**M8:** [00:56:14] No. I am more organized now. I hope we have a small crew that, you know, get to do work with me from time to time. But I'm more organized in bringing subcontractors to do the bulk of the work.

**BB:** [00:56:31] But you are the point of contact with them?

[00:56:32] Yep. And. And who would you be reporting to?

[00:56:37] Our report to the chief operations officer and the CEO.

[00:56:41] OK. So you are the one in between your top management...

[00:56:46] I am the one inbetween the basically top management and subcontractors and anything that goes wrong with the subcontractors, you would be the one to have to fix it and take care of it. Managing their problems?.

[00:57:06] Yeah, more probably the risk manager or manager is to counsel on any project. So on the one hand they come to to organize it. But I also manage over this one to get into the project. So what are you doing in Cunnamolla? If that's OK, to ask.

[00:57:32] We're going to be building a new sewage treatment plant. Rewinding the whole school system is a change job, which is a sporting precinct, which we're doing our whole new change rooms and clubhouse facilities and all that sort of stuff. And there there's a couple of tourism jobs. Look, big projects coming up. And they're very excited that our civic center. We're rebuilding that.

[00:58:07] It's huge. And it is community based.

[00:58:11] Take everything that we're doing is community based. Yeah. And.

[00:58:21] Have you had any challenges in your life? Hmm. Okay.

[00:58:26] How do you fix them?

[00:58:35] Fixed them by changing. I think there are probably, like I said, you know I can manifest him, but I can look back and see how I can manifests. The construction company had started from itself and to pay its bills and have 65 employees. That company is over a million dollars a month in profitability by being two hundred and fifty thousand dollars a month. The company would have clear profit. All bills cleared. That was premeditation. So did all that. Created this company. I also made myself sick. So. Through negative thinking, worrying and stress and lots of stuff,you know, I end up with a range of, I had meningitis, I got a bunch of fever and some blood infection. And I spent got two stints in hospital for a while. And that's actually what triggered me to get into meditation and how getting into meditation and obviously being fortunate enough to learn enough from Malcolm and a very direct form of meditation, it began to have an unwinding effect pretty much immediately. So. But what what it probably also did was it started to bring awareness to a lot of situations in my life, though, realizing when good. Long story short, because you asked for mainly challenges, I had to shut the company down. I went through a divorce and divorce was not very pleasant. And my ex-wife pretty much turned all the kids against me. So then I didn't see my kids for two and a half years and my daughter's only just moved back in with me. She just turned 15 and a psychologist did say that that would happen, but the two boys, they still don't see me. And now I'm building something that I actually really love doing in life. And things are up for me up now. But I know what I was thinking when I grew that company. I also realize that I did not manage stress well at that time. Made me sick. Oh, also know what I was thinking when I was sick? Not well, which caused the demise of the company. It also bring more awareness to a relationship that I was in that I decided I didn't want to be more. So the demise of that same. Life as I knew at the time was no more. And then, because we talked about recluse, I probably became a recluse for quite a period of time where I meditated a lot and then I'm risen out of that. To begin on the journey that I'm on now creating. I'm creating my life now. Yes, I had my challenges and yes, I will say meditation got me through that.

[01:02:54] Okay. Was it only only meditation or did you visit a psychologist as well?

[01:02:54] No. It was purely meditation.

[01:02:54] What made you choose meditation?

[01:03:08] Well, I was aware of meditation. I just was sitting in the hospital and I'd always had a drawer. Look, I've always wanted to learn meditation and I've touched on it here and there. But at that point, I thought, yeah, because I had a goal put in a million dollars cash in the bank and having no bills to pay and having this big flash house and not done a lot. But I was sick and I was sick and eating alone is crap. No enjoyment to this. And I just had a knowing that I needed to begin to meditate. So when I was in hospital, I got the Yellow Pages and it was the old yellow pages with letter at its end. And I looked up meditation and I looked at the three Three groups. One was a woman that taught transcendental. Another one was the Australian College of Meditation, which means over here, at West End. And then there was this tiny little one just said, stream on meditation, mobile. So, I picked up that one. And I rang all three. Yeah. Malcolm was on just through conversation. One time I went to him and as it turned out, it was because of his fashion business. Thats because he lived down and down the Gold Coast. He had just opened, he had just opened up a shop at Times corner, and it was only a very short lease. He'd taken out to run some stock and just happened to be the exact time that I rang him up and I went there and learned and once I learned, the shop was closed and he went back to the Gold Coast. And over a period of three, three years, I stayed in touch with him. And then I start to travel down to the Gold Coast to learn more and become able to teach. So yeah, there was a drawing to meditation and it was already within me.

[01:05:59] So how was this attraction... how was it born? When and how?.

[01:06:05] Oh, I would say, I truly believe meditation was already in me like I was, and I was always destined to do something with meditation. In this lifetime inherent. Because I know I can sit here and know when I was a kid that I would go as far as expansion of self. I could fill a room. I got I could be in a room. And but as a kid is scared. I didn't understand what was going on. I didn't have parents that could explain it to me after online, put me in a shower and told me to wake up college. That is in the middle of winter telling me to wake up and I'd be standing and while I am awake. But I was experiencing all this stuff that they had no understanding of what how to explain it or anything to me like you would do. I try to describe it to you. And there was times to where I wanted to write on and do automatic writing. And I was never, ever given a pen or a book to do that. I would be asking for it and I would be as to be quiet. This space here, I feel easy on that feeling of being in space, I would get it regularly. So it was always there. I believe I shut it down out of fear, not understanding and having parents that didn't understand that extra. So. So he ended up shutting it all down. And then the next time I did experience it was a meditation. It's not something I experience regularly now, but when I did experience it in the early part, when I was doing it earlier on, I had the realization for this what I was and I had the realization that there should be no fear attached to it. So say, yeah, but it's not something here. I believe meditation over time can more consciously aware become the less of experience it is and it becomes part of a just a non experience. You're just more centered. That's all I'm saying. But yes I do believe. I believe that we put here to do certain things. So what is our choice while we're here? If we're going to do as far as the meditation goes, it was always in me to do it. I just need to come across the right person to activate it again. And so and I was fortunate enough to come across a person that was destiny to have to happen. Yeah. And you got to go searching for it like, you know. I don't believe I believe that you can be steered into directions. Hence I was probably screaming to me a long time before I got sick, but I had to get sick to actually take action on it. So you get sick, to get you to that point where you are that sick that you got to work and you might do something better and say that that its a calling. Somewhere in there.

[01:10:03] But so all these challenges that you spoke about. How long did it take you to sort of. To solve them and move on.

[01:10:24] I think. Sickness took a while to get over, but yeah I mean, most people would never be able to see straight across the river to the courts in divorce court and there's always arguments over kids and all that sort of stuff. And I had a court order because we did end up in court. But I had a court order that gave me the kids 50 percent on shared care. And a lot of people would hang on to that. And so that's why it's got to be an end, right or wrong. They got a court order. It's actually something that should stick. And I could. I could have walked back into court and had a stick. But I believe through meditation, not so much. You don't give up on things or anything like that. But I think you have the ability to go. This isn't serving me. This isn't serving the kids and it's not serving my ex-wife. So I'm just gonna step back from it, step away from it and just allow it to be. And maybe one day things will change. I believe it gives you the ability to do that and be comfortable with it, be able to do it. Most people cannot. Right. People would still be fighting and squabbling. I didn't. And two and a half years on, get my 15 year old daughter come back to live with me full time. So I don't look at that as a victory or anything in any way. But I look at it as that had to play out. And that, you know, I still don't see my boys. But, you know, I think that I can play out too. Say it gives you the ability to have control. And I don't even like the word control, but it gives you the ability to to be aware of your emotional state and not allow the outside world to affect it.You can you can get crap thrown your way, but internally you can stay emotionally sound. Now. And I've been tested in many ways to say, yes, I can't. I can say 99 percent of the time I can say. But I am not going to allow that to affect me. Or if something is affecting me, I can become aware very quickly and shift my perception towards it. So it doesn't affect my emotional state. So people will sometimes say that know you just closed off, but I don't believe that to be true. I'm just more aware, more aware of me, maybe more aware of how I need to be to get what I want in life. Okay.

[01:14:09] This is related. When you go through this kind of situation, do you see the humor of it?

[01:14:17] Yes, I do. I can laugh at it. Yeah. I laugh at most things. You know, even when somebody is abusive, I can actually laugh. I can never giggle at it because I know it's got more to do with them. They're actually not in check with themselves. Then it's got anything to do with what's coming tomorrow. And the other thing that I have done, because I've had people in the industry that I've been with, construction can be a high stress industry. I've heard of situations where people have just gone off. And if I don't give it anything, I've watched that person collapse. That energy has got nowhere to go but back to get back to him very quickly. I've also experience at times where I've felt the other person's energy run through me. And at that point is when you're really going to be on yourself because you can get caught up in it because you're being affected by what their energy and it's running through you. And it's being aware at that point that it's not you and trying to disengage from that. But the human side of it, like you can't, you can't even that situation where I had the guy collapse and it wasn't good. He collapsed and he had a major one.He collapsed. I think he had a major anxiety, stress attack because I gave nothing and I let him keep going. No. Was doing was a go straight back into it. And so in the end, his body couldn't cope with it and he collapsed. You can't even laugh at that because I think you're giving it something. If you just stay neutral and don't let yourself get involved in any way, that's actually there are those things that awareness begins to show you when you can become truly consciously aware and disengage from any of those sort of things. You see how energy really works. Yeah. Yeah. Yeah. The human. Yeah. I'll say it again for you.

[01:16:45] One for having overcome setbacks to conquer an important challenge. Spoken about your challenge. Yep.

[01:16:54] OK, let's say I ask this question, if you were given 10 jobs. Would you finish all the 10?

[01:17:07] Not necessarily depending on what they are like when you say you 10 jobs. Are you saying you going to complete them in a day is there's a time line? I was given ten jobs and was something that I had to do. Yeah, I'd complete them. I'd completed, I would delegate them to be completed. But either way, if I was in charge of complete them and I'd be completed, I'd probably. Because I am I'm very good at delegating. So I have. And to me, this is a good sign of a good manager and a good leader. A manager is a manager, of his people. A manager should bring out the best in people, but that's really what managing people is. It's not about the manager. It's not about being able to stand over and expecting things to be a certain way. But it's empowering the people that work with it. You work with to bring the best out of them. So if I was given 10 things to do and this was a better way for me to explain it, I may not do them personally, but they would be completed.

[01:18:37] Yeah. If your team of subcontractors were to describe you, how would they?

[01:18:54] That's a good question because it's not something I've ever asked them, but I think there's healthy respect there, because when you work with men or men in construction, if you're only going to come up with a lot of conflict, which just highlights no respect or you're going to get them working harmoniously and get the job done and. And I do match to the philosophy of, you know, if I get a subcontractor in, you know, I will encourage them or I will say, as you know, these are the tasks we're gonna get done or whatever. But I always let them do the the job because, you know, hire smart people and then tell them what to do. You you've got them there so they can do what they gonna do best. And you just there to make sure that everything align so it gets done. Mm hmm. So, you know, I've got to say about risk management earlier, my attitude to a job would be, I believe I've done my job correctly, if we get to the end of the job and the subcontractors make more money than he thought he would, or that he'd put down his tender that he would and the council haven't had to pay a variation. So, yeah. You've cleared the path so the contractor can come through and do these work as efficiently as he possibly can. Mm hmm. And that any hold ups. So there's no variation to the two who I work for. And on the flip side, because I've had such a good run, that made more, To me, that's me doing my job right.

[01:21:10] So here. how would you do that job right on a day to day basis.

[01:21:21] On a day to day basis? I would always be a week in front of everybody else and I would communicate where we're at on a daily basis. And I would have this subcontractor highlight to me any hold points that may hold them up. So I can always be alert awake and ahead, clearing the path, so to speak. It's through communication. I don't care what anyone says. That's all business is, relationships. That's all it is. Mm. Thing. Nothing other than that. So it's the relationship and the job is to how well we communicate with people. That business is all about. So if you're good at that, thats good business.

[01:22:20] And how would you develop these relationships.

[01:22:24] How would I ?

[01:22:29] What do you do.?

[01:22:30] Just. Just communication. Several conversations. Is having the ability to listen to what they're needing. And see, in the industry that I'm actually beginning to shift people thinking on, because you've always had the principle subcontractors and they they talk about a partnership. But really, I am working on cause I still don't understand it, they'll still try and that the principle will still try and screw the subby. Still like they are having a week, but the subby is then also of the mindset, oh, I need to make sure and we're always back in on the variations that we are having in a week. But if you null and void all that and you actually work where you might show that the subbys are doing better than what he has allowed for. But on the same token, making sure that. Yeah. Because. Because they are doing better. there's no need for them to write variations. So if there's something that we can do to help a subby keep up a good pace, then everyone wins. So it is about the communication in that area.

[01:24:03] Only communication?

[01:24:08] I believe it is. I believe it is. It's what like communication can lead to you taking the right actions to working together.

[01:24:20] How would you describe the actions?

[01:24:21] Actions, actions are. You know, you got right or wrong actions. Right actions is gonna get you the right result. Wrong actions can get a negative result. Say if you, and wrong action can be as simple as not taking action. So ignoring the situation or having having a subcontractor express to you I need this this this and taking no action, thats wrong action. It may be the contractors responsibility, but through the communication and saying, okay, we can help you out here and that'll keep you going. It's better than just nothing. Thats your responsibility.

[01:25:18] Okay. How or why should do this subcontractor want to develop a relationship with you?

[01:25:29] For the best result,.

[01:25:34] But that he does not know right at the beginning.

[01:25:38] To me he doesn't know that right at the beginning but it's me explaining that, you know, if we work together on a project, you're going to get a better result. And if you work against us and I I'll go a step further. I think if you picked a subcontractor that wouldn't work that way, then you picked the wrong one. It's actually your responsibility to develop that relationship before you get to that point. That beginning point when we will, we will form that relationship with them, get an understanding of their proposal. Then we go to where we appoint them. Then we work with them through the project. So I think if we get to that beginning point when they're going to start and you haven't already developed that. Here, you've got a problem.

[01:26:43] Okay. So that means it starts right when you're choosing them.

[01:26:48] Starts right, at tender, tender process. So the tender process is where we put it out to tender and they begin to put their submission in. And even I'll even say that it can even go before that because we've had the cost up what we believe is going to cost. And I'd already developed relationships with companies that are get to do the work so I could get an idea on how they would do it and what they believe it could cost. Now, I went out to three different companies and I've already developed a relationship with one that I would say is a good one. Doesn't mean they get the job yet, but it would be nice to see them get the job because that relationship is already developing.

[01:27:40] Okay. So. So these are not new relationships?

[01:27:47] They are new. Like I hadn't had a relationship with them prior to this. Okay. So that relationship began very early on in the project scheme of things. Before we were even allocated the money to do the job.

[01:28:08] And why would we develop relationships at that time? Not knowing that you need to have a project that would get the money to do a project on.

[01:28:16] Big part of planning. You know, like we wouldn't be as advanced if I had not developed those relationships. And I was not asked to do it as well. So I knew that there was talk of us doing the project. So then I would start to look at who'd done that sort of work. Start to reach out. And the response was responses here or there. I guess, it just depends on on what what that will be. But the one one company responded very well to it. Another company said, oh, we want to look through the info, but we can give you a ballpark figure, which tells me a huge amount. So you look at that company, then you look at the one that, you know, probably putting like 200 hours worth of work for no cost, no benefit. You see how that works. So, yeah.

[01:29:30] Okay. But these are companies. These are not the people themselves.

[01:29:37] Yeah. People in the companies that you build a relationship with. Okay. Yeah.

[01:29:42] Okay. So these subcontractors are actually not individuals. They come from one particular company and then they come to the you.

[01:29:50] But you might have three different company. Yeah. The company wouldn't be anything without the people in it. That's actually who you are. You're always building the relationship with the people in the companies, not necessarily the company.

[01:30:12] But then how do you know which subcontractors are going to come to you? I'll put it like this. Say you need thirty subcontractors and you go to three different companies. So say ten from each. How would you know that a contractor,A, who is working with this first company would be coming to you? So you would know that your relationship is paying off ?

[01:30:41] Okay that what actually does happen is. I'll use what I'm doing now. I will. I work at the moment, I work with the business development managers and the general manager and they estimating team of those companies that I have built relationship with now. When we then go to tender, you still got that relationship and that keeps going all the way through the tender process. When we award the job to them, then they will have a team that will come in and do the work. They still work for that company, but will be a group. I would still have the relationship with the business manager, the general manager and the estimates. But then you would get a project management team come in. So then you form a relationship with them. But that relationship will be filtered down. You're still, still be working with your business development person from that company, but here then that relationship begins with that other group. But rest assured that a lot of the groundwork is done in the early part with the higher management that then filters into the construction team.

[01:32:12] So I was actually talking about the construction team that is really going to be there.The people who do the job. And how would you develop your relationship with them?

[01:32:23] So my. Just through communication, working.

[01:32:29] You wouldn't know them before the project right?. You would only know them when they get there, probably.

[01:32:34] And probably know them, I would begin to know them six weeks out from the project start.

[01:32:45] When they get their tender through and are allocated then you would start with communication.

**M8:** [01:32:53] Yeah.

**BB:** [01:32:55] And what else?

[01:32:59] Pretty much the whole conversation.

[01:33:03] So what do you bring to the table when you are conversing.

[01:33:08] When I'm conversing? It's pure, what I bring to the table in that situation is my understanding of how a job can run to the best advantage of both parties. So that's when I start to talk to them about this and everything else and things like variations, if they believe there's a variation and they need to communicate that with me on the spot. That that's all aligned well, before we get to that.

[01:33:43] You mentioned this earlier, but what I wanted to know is why should this subcontractor who's meeting you just six weeks before the project begins, trust you, believe you.

[01:34:04] There's no reason. True. There's no reason the action will show differently. If they'd been. Look, what I'm saying is if they've had bad experiences before, then it will come down to the way they perceive something. But, you know, all I can do is communicate the while on a job run. Mm hmm. And that's what I'm saying that it all comes down to communication. So I would communicate that and then you develop that working relationship. Now, the only thing that's going to keep that solid is if what I've said, I'm back up with the right action. If I'm back it up with wrong action and what I've said means nothing. That's right. So that's what I'm saying. You've got to develop the relationship through conversation. But at the end of the day, it's going to be backed up with the actions you take throughout the job.

[01:35:12] So I was asking this because I wanted to understand the style of the leadership that you are actively working on. Yep.

[01:35:20] So how long does it take? This is a practical question. How long does it take for this subcontractor and average contractor to start relating to you? Reciprocating to you?

**M8:** [01:36:22] It should be pretty much start away immediately. Because there is no reason, Any only reason more you give someone a reason not to is. if you say something is to be a certain way and then, you know, back it up to go through that conversation overall. I will. We're going to. We're going to work as a partnership on this job. So I need to know what's going to hold you up and how we can meet in front of you. To make sure that doesn't happen. And point out, you know, maybe the staff or whatever we've got that can help them out and make sure that they notify me, give me plenty of notice to allow them to jump in and help wherever the help is needed. And that's what I mean by being four to five days in front. So if that subcontractor says, well, okay, we can see this, this or this is going to hold us up, I'll say, okay, well, what I'm prepared to do is we will get this, this and this going now. So when you kick off next week, all that area that you're going to begin working in, ready to go. And then from that point, I would say your next point, look, we would then begin to start working a week and they wait in front of the subcontractor and make sure that those holding points that he's already spoken about, get them, hold them up. And as long as they're communicating with me where they're going next, we can then make sure that that area is ready to go forward. All right. So that to me, that open communication from the beginning is important. The right action is okay. I did a piece, pointed out what he's concerned. He's been addressing those concerns. So when they do hit the ground, they can see that they are getting, you know, what we're saying, we're doing what we said we would do. They're getting clear access. And as long as you continue that project that way, you shouldn't get to the end. The subby should come out in front. And, the in principle, we should come out without a variation of it. It all begins with the communication at the beginning. But it's also then taking on board what's being said and seeing and making sure that we're ahead of the game. Right. Yeah. And that manages the risk.

[01:39:19] Yeah. So that's the next question is that sometimes the risk does happen. Yeah. Setbacks will happen. So what do you do then? What do you do when that happens?

**M8:** [01:39:37] Because I like. Just me picturing the job in my head. Yeah. If it's managed correctly from the beginning, you should mitigate anything before it becomes a problem. I'd say a problem did arise. We know you'll get issues from time to time. That's right. I don't believe that. I believe when you're ahead in front of the project, it can be sorted that it doesn't slow the project down. And that's that's what where I'm coming from. Yes, you will hit hurdles. But if you know, then it's communicating with wood Subby again. But. As I say, if we're waking up, it's not going to affect their progress. So it's dealing with that problem before you are coming the next level. So the mediation and then that's step by step through that. Okay. And it's just communication. Truly, I would say 99 percent of what goes wrong is because someone has misunderstood somebody.

[01:41:18] In your personal life you follow the same ?

**M8:** [01:41:19] Yeah, I've got a really good partner. And that's where we both agree. The only time we've ever had some sort of issue, it would be because i would miss a misunderstood something that was said or she's misunderstood something I've said to her. I say truly in a relationship, where it all goes wrong is something I said and it's misunderstood and then is carried and allowed to fester where if you communicate things out, it's usually not a problem.

[01:42:05] Does that bother you? There was kind of a misunderstanding. How does that affect you?

[01:42:15] Bothers me? I don't think much bothers me. But if if I was to say the miscommunication thing is more. And awareness saying when when you do actually talk it out and she and I now are seeing it that way or like, yeah, it's not so much bothering about. I suppose if if the person has gone quiet on the end, I'm not sure why. It's like what, what's going on. And if that person don't share, well that probably what's the problem. And that that would bother me. It I suppose a good thing with our relationship is that is that knowing and usually we're not one to argue, but we can both sit back and realize, oh, shit. I don't see how you took that. Now that it's been explained to me or vice versa. Say it.

[01:43:33] Are you a hard worker?

[01:43:33] I don't hide my hard work, I do my best. Truly, I believe that I think too many people get caught up in working hard to get what they want. I believe you can have what you want. And if you want, you've got to be passionate about what you're doing. You've got to make a decision to go and get go and work on what you want to work on. But it doesn't have to be hard. I don't think it does. You have to be a hard worker to get what you want to.

[01:44:17] What kind of a worker? If you describe your style?

[01:44:20] Efficient. I'm efficient. I am, I'm a very big believer in. We're talking about problems and stuff like that before. I believe that I can solve problems quite quickly and easily. I'm very good at delegating and these are just lessons I've learned through running the business. When I when I started my construction company on some others, I was on the ground. I agree that company in 18 months time and 65 employees and I was a managing director of a company and it was turning over a million dollars a month. But I was still in the trench. Big mistake. Big mistake. So I was spread across every position in that company. And I worked on everything, obviously. Time to do just to get how many hours I'll be doing 12 hours a day. But they were you know, they were hectic hours. Know that energy that I talk and talk to you about, that excitable energy that was there. But I'd prefer to have that excitable energy there and just be thinking, you know, thinking and doing something better. Do it on how to do something better to get a better result. I would prefer to do that than be physically laying pipes. So I think. Growing your company and becoming a managing director, I think the key role as a director came in and take the manager and put a manager in a position and become a director. Director is, a creator. Everybody else does what they've got to do. The director is the creator of what you're doing and you keep the enjoyment in it. Even as a manager, you can still be that person. For a year working for a company and keep the enjoyment in it. But it's one of the key things that I actually teach a lot of business people today is how to keep the enjoyment in doing what you're doing. Being creative and know that you're not competing, knowing when you compete. Let's start creating is where the energy comes from. So I'm efficient in what I do because that's how I think and act now. When I built that company before, I wasn't so that I worked hard, I worked hard and I competed in the beginning. created and created. Then I got into compete mode and worked hard and all I did was bring food to the table. That was not helping the business. So I avoid the low cost that working hard. Oh, boy. So much more efficient in the way I think and how I can direct people to build that I am working hard to do. I mean, you're working hard at strategy. You're working hard at ambition. You're working hard.I don't look at it as working hard. Okay. I'm creative. Was creative. Okay. So that creative is the medium of stepping into life and I'm enjoying it. And don't attach work to it. Okay. And I don't work hard. So it is because that's a mindset. Because only people here. And it's a program that we really think we get given when we were kids. When we get told work hard, you know, work out, you know, you got to work out and everything. You got to work hard. To me, a lot is to figure all that out. But it truly is a mindset when you believe you've got to work hard for something, you're got to work hard for. And it's gonna be hard but you should come easy.

[01:49:14] Now, I have to ask you about your parents. How would you describe your patients? As to what did they teach you? What was their background?

**M8:** [01:49:36] One thing I think through my childhood are probably because I'm outside. Nothing came easy. And I wasn't really encouraged to do anything. You know, my mom parents were encouraging to get out there and achieve anything. Yeah. Oh, to make me look at what I might want to do. Okay. So. What did I learn? Probably learned the ability of being persistent. Because I'm persistent. I like, you know, if I lost something in that I want to do all right. I don't give up. Not that I'm consciously aware to me that probably not, but I can truly say that my upbringing would make my parents. There was no real encouragement to get out there and strive for anything. So everything that I did or so that did on my back. And there were many times that I could say in a room when I even when I thought I was heading in the right direction to get what I wanted, there was no encouragement there. There was probably more more discouragement towards it. Or there'd be A and B decision made that would make it a little bit harder. So, you know, if you know, there are certain things that I can look back at now and look at what I was good at as a kid, and if I was encouraged to follow that, I probably would have taken me on a whole different path. Undoubtedly, I would have been in some high level of sport. Mainly cycling is the one that really stands out to me because I was just better than most people, but I never was encouraged to do it. So if I was guided that way, you know, there's certain things that I was I would say and then I would have been very good at it. And I say say from my upbringing, you know, I would say is probably that persistent. But there was never any encouragement to develop certain things that I would have been good at.

[01:52:55] A basic question about education?

[01:53:03] What is my education? I finished grade 12. The best way to describe school to me was it was something that I never succeeded. Okay. I wasn't good at. So I had this conversation with a teacher at Conulla she said that a group of kids out there was disengaging from school.

[01:53:44] And I pointed out to them, the school teachers, I said, you gotta understand something. I said, these kids, they're 14, 15, they started school when six said they'd known for 9 years. Nothing but being fired at because they know they can't read and write well. So that affects all areas of their school. And since they're 14 or 15 and their life till now, they have experienced nothing but failure. So it's not hard to see why they're disengaging. That is a spending short period of time compared to when you're 50 and say if you're successful in every other way in your life after you leave school, so that little period of your life becomes null and void. And I said at the moment, it's a big part of their life. So for me coming through school, that's my experience of school, you know. But that's what I reckon that's what developed me in that way. Yeah. The resilience to keep coming back, which is set me up for the meditation and bring meditation to corporate here in Australia in a new way. I'd never let go. You know, I just knew. So we got to develop resilience through that time. But schooling up until was unsuccessful.

[01:55:31] But after that, you did continue studying?

[01:55:34] Yeah. Everything I've done since then has been done online. So I apply marine life coaching diploma in project management. Got the trade certificate team in civil pile work in plumbing drainage. I got trained in civil supervision. All that's was done online. . So, yeah, I haven't stopped. I haven't stopped. I'm probably accelerate in my learning after school. So see, reading, reading. I never read that school, so. What made me flip there was I've decided that I've thought what and always want to do, I want to be a firefighter. So to get into the Queensland Fire and Rescue Service, a difficult series of tests you do. So I thought anything that holds you back there is my reading. So I picked up a book. Started reading. I refused to put it down until I finished it. Then I picked up another. And so a more do audio books now because I retain the information better. But yeah, there's four different things in that test now. Past everything. Character, mechanical racing and mass failed the English bit. So I wasn't accepted because they told me I wasn't accepted. That's actually the year I started my business. I still studied here and then went back and sat tests just so they couldn't tell me, I couldn't do it and I passed with top marks on everything. And then I said, then I said, now I don't want to be in there. You know I went on to my business. So that's that resilience that told me, you can't do something. I'll prove you wrong now. So that I don't think that comes from being developed. That's why when you asked about learnings from my parents, I don't begrudge not being encouraged. But I can see where if I were encouraged where things might've gone. But I can also see what had developed in me for later on in life. But yeah, some learning has probably been more since I left school.

[01:58:43] Do you consider yourself to be diligent?

**M8:** [01:58:45] And diligent? when I'm interested in something? I'm interested in most of the things I can do. Yes. When I'm not interested. Uh, yeah. Yeah. But I think most people are like that anyway..

**BB:** [01:59:18] This last bit. These questions. Do did you feel any discomfort, physical discomfort doing this interview?

[01:59:36] No.

[01:59:36] Indicate your feelings, how you felt about activity .

[02:00:22] Yeah. Yeah. Well I didn't find it challenging and I found it enjoyable. So if I was to do that would it be a lower number. Yeah.

[02:00:56] So was this activity important for you?

[02:01:02] Yes.

[02:02:11] Do you wish you had been something here?

[02:02:14] No.

[02:02:28] Were you satisfied with what you were doing?

[02:02:30] Yes,.

[02:02:31] How important was the activity in relation to what you would have done.

[02:02:40] Important

**BB:** [02:02:41] If you had a choice, who would you be with now? Instead of being here?

**M8:** [02:02:57] My partner invited, but I do have a choice. So my choice was to come here.

**BB:** [02:03:06] So what would you be doing anyway?

**M8:** [02:03:10] What would I be doing? You see, that is difficult because I made a conscious choice to be here, so you know. I could have said no to it.

**BB:** [02:03:33] All right. Thank you.

**M8:** [02:03:34] I was happy to be here.