

Will Smith V Chris Rock; How should we respond when our emotions are triggered?

Intro 00:00

Welcome to the superstar communicator podcast. Our aim is to ensure you speak and communicate with confidence, clarity, credibility, and impact, so that you present the best version of yourself in all business conversations. Welcome to our host, Susan Heaton-Wright.

Susan Heaton-Wright 00:20

Hello, everybody. Thank you very much for coming on today. I'm absolutely delighted to have somebody that I respect incredibly, highly. Carol Stewart, who not only is she a top voice of LinkedIn, but she is an executive coach. And I've known Carol for a number of years, she is a woman with much wisdom. And it felt the right time to discuss not Will Smith versus Chris Rock. But how we can relate this to situation of being triggered, or buttons being pressed, within work and in our home situations. So if you would like to contribute to this conversation, please feel free to put your comments at the bottom. But please put your name in as well, because we're not able to see who's commenting. So welcome Carol.

Carol Stewart 01:27

Hello, thank you for inviting me on.

Susan Heaton-Wright 01:31

We've seen Yeah, we've been discussing this for a, you know, for 30 minutes as we've been warming up for this event. And let's just spend a minute talking about the situation that happened on Sunday night at the Oscars from your perspective.

Carol Stewart 01:53

Yeah. So I mean, I think that they were both in the wrong. I think it was very insensitive, what Chris said. And there's some people are saying, well, he didn't know that she had alopecia. So I'm saying that, but he doesn't know, because he's been very open about it, and also that he had some sort of back in 2016, and there was some sort of incident that in, I think it was very insensitive. And also, I think that really should not have responded the way that he did, he could have responded verbally, he could have made his concerns or voiced his opinion verbally, and that would have probably had more of an impact than going up in giving them one. And I think it also leads us to think two leads to looking at the way that the common commit comedy profession as a whole is, and maybe things need to change in terms of how our comedians do make jokes about people, because in I've been to many a comedy show myself, and if you're sat in the front row, you will get picked on and made to be we think that, that you know people are comedians maybe need to be a bit more sensitive to the jokes that they make about people.

Susan Heaton-Wright 03:14

I totally agree with you. And certainly the posts that almost prompted this discussion, I said that as speakers as leaders, managers, comedians, we need to take responsibility for what we say, and the impact that might have on other people. Would you agree with that?

Carol Stewart 03:35

Oh, gosh, definitely, definitely. Leaders need to be mindful of what they say and the impact that it has on others. We all we all do we all have a personal responsibility, I think.

Susan Heaton-Wright 03:47

So apply this to human, actually what you saying because sometimes we need to say as leaders, we need to say something quite direct. Or we might need to say something that is not going to be very palatable to your team, or your, your company. What do you mean by that?

Carol Stewart 04:09

And I think we all need to be mindful of the impact that our words can have on other people. And so, you know, as a leader, yes, you may need to deliver something unpleasant, but it's how you the words that you choose to use, and also individuals we all take personal responsibility to think about our words going to cause offence. And when it comes to social media, it's easy just to see something and you just fire off a response without giving any thought yet not thinking about how your words can land on the person that is receiving them.

Susan Heaton-Wright 04:47

And I suppose with social media, because it is literally text it is the written word, and often without punctuation, it it's an it's immediate, somebody else it could interpret that in a different way. Whereas tone of voice might alter the meaning.

Carol Stewart 05:10

And this is it this is it because, you know, written communication can be so often misinterpreted. You know, it just takes a comma that's missed or full stop in the wrong way it can change the whole tone of what has been written.

Susan Heaton-Wright 05:26

And I don't know. All right, so we've got, we've got Donna McGrath. Hi, I know that you're going to have some contribution. I'm really looking forward to your comments, Donna. And I think that that is really, really interesting, the idea about how content or a message is delivered as a leader or a manager. We could talk about the P&O, recorded videos, sacking a number of people. My immediate thought was, these leaders are cowards. They weren't prepared to meet people face to face. And it was done in with, in my opinion with such disrespect, what what are your thoughts about that?

Carol Stewart 06:16

In some ways, it's like taking the easy way out, because you don't have to face the onslaught of the people that are going to be receiving that message, you've done what you need to do, you've delivered your message. But again, you need to take in, you know, delivering a message like that that is going to

completely change people's lives, it needs to be done with a bit more consideration as to the impact that those words are going to have on those individuals.

Susan Heaton-Wright 06:44

Yes. Now, Donna has said, always make the phone and speak to people when you can, or at any level really, yes, there is, there is a real difference when you actually speak and you use your voice. I'm a great fan on LinkedIn, of leaving a voice message, as you probably know, in messages. It adds a human element, doesn't it? And people can pick up those subtle nuances.

Carol Stewart 07:12

That's why yes, yes, written communication. There's so many times where I've sort of been the observer of arguments or disagreements between people because someone has misinterpreted what somebody has said in an email or in a text message or WhatsApp message.

Susan Heaton-Wright 07:31

Well, let's get back to being a leader or a speaker. And giving feedback, because that is one that is one of those dangerous things, when there are a lot of people in the room. You know, we've been that I come from a performing background and believe you, me, the person giving the feedback, sometimes, it can they almost get this comedy feeling this this rush of adrenaline, I'm in charge, I can get a cheap laugh out of this. But there's somebody at the end of that.

Carol Stewart 08:11

Yeah. And I think it's about rather than just shooting from the hip, so to speak, is thinking about how your words are going to land thinking about what it is that you want to say, and how you can say that in a way that doesn't put the other person down or make them feel like crap. But how you can get your even if it is an unpleasant message, how you can deliver that in a way that is very factual, based on evidence, evidence base is factual, and his behaviour and based on the behaviours or the circumstances or the situation.

Susan Heaton-Wright 08:52

Now, I didn't want to spend too much time on the Will Smith, Chris Rock incident. However, one thing I wanted to go back to was the idea of what might have been going on neuro scientifically, in the brain, in Will Smith's brain. Yeah, I've got my own opinion about this. But if you wanted to add on, I know Donna will add something to this as well.

Carol Stewart 09:24

Yeah. I mean, I think that they must have triggered something in well, that has has triggered his fight or flight syndrome that has bigger tend to fight. So go into fight mode, whether there was something going on beforehand rather than something prior to the event. But if the officer clearly triggered something and that he was he was defending his wife standing up for his wife. And that is not sort of behaviour that we've seen, I've never seen that kind of behaviour from last met before. So it to me it seems quite out of character for him. So something must have happened to trigger that in him, for him to then respond in that way. But what he just did it, managed his emotions, regulated his emotions, and then responded.

Susan Heaton-Wright 10:20

Yeah, I mean, Mike, we discussed this before, this was a huge, huge event, this could be the pinnacle of his career. And just the adrenaline and the, as you say, the fight or flight, the adrenaline and probably a little bit of cortisol pumping around that you are in this heightened emotional state anyway. And just that little button made him respond in that way that if he just had a deep breath, and reflected, he would have sat down or maybe controlled himself and gone up on stage, use the microphone to say, you know, "I love my wife very much, she has this, that she has this disease. And I know it's heartbreaking for her. Let's all show her a bit of love" or something like that.

Carol Stewart 11:11

Well, that's right. Yeah, he could have or even just to tell, Chris, that. I don't think what you're saying is appropriate. So please do not make jokes about my wife's condition.

Susan Heaton-Wright 11:24

Yes. Yeah, absolutely. Now, Donna says it's also about my emotional resilience and people awareness. Yes. Absolutely. Because if you are giving bad news, for example, you've got to be resilient to the response that might be coming from other people. But having awareness of how they might respond, and how it's going to land, and how it might impact their lives. What are your thoughts?

Carol Stewart 11:58

And that's it, you know, as as leaders, is having having a high level of emotional intelligence will enable you to be aware of how and why people respond to you the way that they do and how and why you respond to people the way that you do. And so that you can and having that awareness, you can then identify, well, how do I modify my behaviour in order to get the best outcome?

Susan Heaton-Wright 12:21

Yes. Now Donna says the thing is the script is pre arranged by the Academy, which is something that is bonkers to me, surely, they would have undertaken some research, fact checking. But I think Carol, you mentioned that this was an off the cuff remark.

Carol Stewart 12:39

That's what I what I had. I mean, I'm not sure how to it is that that's what I had read was that it wasn't on the teleprompter. So he must have just seen an opportunity for a joke and gone off script to make that joke.

Susan Heaton-Wright 12:53

Yeah, I agreed on it. But let's think about we touched on this, the idea that, as individuals, we should take responsibility for how we respond when a button is is pressed. Yeah, that you often work with people on this issue.

Carol Stewart 13:13

Yes, I often have clients who may find themselves in situations where somebody may say or do something that really triggers them, and they may, then they feel like they won't want to go on the

attack, but you can't fight fire with fire, so rather than sort of going back on and attacking with fire, it's about regulating those emotions, so be mindful and aware of those situations that trigger that sort of response in you. And then looking at how you manage those emotions in that moment. Because many of us are very led by our emotions, and yeah, to behave according to how we're feeling, which is as a result of our thoughts and beliefs about ourselves, the situations over there in the environment. So when you find yourself in a situation that gets you into that heightened emotional state, rather than just responding from that place, just take a moment and pause and just ask yourself, "Okay, well, what's going on for me here", being rational about your thoughts, rationalising your thoughts, and just challenging what you think and believe about that moment, that situation? And then looking at what is a more helpful response, what's more helpful perspective to take on it and respond in that way.

Susan Heaton-Wright 14:34

I think that's really interesting. I did quite a bit of work last year on creating a self psychological zone, or a safe working environment. And this was for an asset management company, thinking about what to say what to do. And there is this fight fear, the fight flight. But also there is a forewarning that some people if they're in a very negative, almost dangerous environment, psychologically, they then begin to form, you know what I mean by that? Not Bambi, but, you know, yes sir, yes, sir kiss the ring, the self protection thing, and that can be quite difficult. But I wonder if it's worthwhile for self evaluation thinking about different situations that we might have at work or at home, how we respond to those situations and how we, you know, write down what triggers us I know what triggers me people from Surrey, apologies if there's anyone watching from sorry, but I've had so many negative comments and an actual actions from people from Surrey that think that me from Birmingham, but I'm, you know, from Peaky Blinders, and it reads reached the stage that I know now that I'm gonna get triggered.

Carol Stewart 16:15

Yeah, and I think that is, again, self awareness. Self awareness, to me is very much a key quality to have a key skill to have leaders because that self awareness will enable you to be aware of what are those triggers, because, you know, you may find that it's a certain type of person that triggers that in you, there might be certain situations, certain conditions, that will trigger that sort of a response in you. And so having that awareness, then means that you can mitigate it, or you can put things into place, so that when you all in those situations, you don't just either fight or fight fire with fire or form, or yeah.

Susan Heaton-Wright 17:00

Donna says, I completely agree, Carol, I think Chris may have thought it was a safe conversation to have. We can't always be totally aware of other's internal processing and therefore I know how they will respond. Sorry, my comments sort of behind sorry. Thank you, Donna. And then uh, haha, Susan, you don't sound Brummy I can do a very good Peaky Blinders. My son is very proud of my Peaky Blinders. I'm not gonna say the phrase that I normally say to him, because it's got some swear words, of course, it's Peaky Blinders. But so I think that the one we also touched in the, in our preparation on gender based jokes, yeah, we know that with with certain comments that are made. There are some areas that now quite rightly, are not acceptable, but for whatever reason. Some jokes towards women are still acceptable within society. What are your thoughts about this?

Carol Stewart 18:09

Yeah, I think any any sort of joke, which is pointing down somebody needs to, they need to sort of really look at, you know, if we, you know, I think that the piece of looking at comedy as a profession, maybe there needs to be some sort of a shift in terms of the way that comedians make joke, their jokes about other people, you know, we look at, say, comedy 30 years ago, and what is what was seen as funny, then unacceptable, then is no longer acceptable. Maybe something needs to be done to relook at it now. And maybe that is down to us as individuals to say, well, we're not going to, we're not going to listen to comedians that make those sorts of jokes. We're not going to tolerate this. But I think as we become more aware about what causes people affect people with bent, it's then then things need to change. And I guess it's finding the balance between what is acceptable, an acceptable job, and what is offensive. And they will mean different things to different people as well.

Susan Heaton-Wright 19:14

Yes, I agree. Couple of thoughts that I've got is that I wonder in that performance, when you're in that performance zone, the adrenaline is going and you know, you're almost not thinking about the consequences, and you immediately think, Oh, that's a good joke. I've seen that person on the front row. Yeah, and then afterwards, there are the implications. And that's what often happens, doesn't you think therefore as an audience, we we speak with our feet, speak fight not not attending certain comedians, because we know that they have a tendency to be derogatory about particular people or situations.

Carol Stewart 20:10

Yeah, yeah. I mean, I mean, we have that power within us to vote with our feet, but with our purses, you know, we don't go to pay for their events. And then that, you know, you sort of talked about them being in that moment where the adrenaline's going and they're in that heightened state. And, you know, it's just reeling off the back of their tongue these jokes, because that's what they naturally do, but they miss about self regulation for them.

Susan Heaton-Wright 20:33

Yeah. Yeah. Joyce's said, my thoughts. Exactly. Hi, Joyce, thank you for coming on. If there's anybody else that's come on, that would like to introduce themselves. In fact, now I'm able to see names for so often, when I've done these in the past, it just says LinkedIn person. So the, but please introduce yourself, if you are joining and would like to make a contribution. Donna says, I personally think this world has become far too sensitive on everything, not just female, to the point freedom of expression has gone out of the window. We need to be a little bit tougher across the board. That is a very, very interesting observation. Isn't it. The perhaps we are, you know, I don't know about you, Carol, but there are certain things that I feel worried about saying, because I don't want to cause a cause offence as being for there to be a backlash from people who might not understand or might interpret what I've said, incorrectly.

Carol Stewart 21:43

Yes, yes. I mean, that there is that is sort of like knowing that, you know, because everybody has sort of different levels of what, what causes them offence. And you know, you may say, make a joke to somebody who take something very personally and make the same joke to someone else about the same thing. And they just laugh it off with you, because a lot of that depends on, you know, how happy

they are, how they're sort of, you know, what their resilience is, like, what, what they are like, as an individual. But I think we do need to be aware that not everybody has that level of resilience, not everybody can take certain things. And so we do need to be mindful of it. I do think,

Susan Heaton-Wright 22:26

Do you think that it's partly due to the size of the audience? So if you, you know, Carol, we're back in the room, you're doing a big keynote speech at a conference, which I can see you doing, and everybody loving it, that you would possibly say things differently to a small team that you know, very well.

Carol Stewart 22:53

I think me personally, not necessarily, because I know, I'm sort of mindful of how words can either sort of make somebody or break somebody. Yeah. So when I when I do talks, I'm mindful of what I say because I know when I speak, I want to build people up not fall them down.

Susan Heaton-Wright 23:19

Now Donna said some more things. It, it stops conversation and understanding each other. But how would we know it unless we say something for them to tell us? That's a good point. You know, maybe if you're in a big conference of a keynote, you could give everybody a red and a green card or with fired or hired or something like that. You may maybe there's that. And certainly as a speaker and performer, I can look in the room, and people might be looking at their phones or, but they're engaged are, or we I could interpret well, nobody's listening, when in fact, they might have just been fired, that department, so they're looking glum, but they've got to be in the conference. And these are these are difficult things to do, aren't they?

Carol Stewart 24:16

Yeah. And I mean, and picking up on what Donna said about how would you know, when we say something for them, unless we say something. And I think it's just about having that awareness that you know, we may say things that cause people offence. I think the more we get to know and understand people who are different from us, the more we get to know and understand what what is considered what they find offensive.

Susan Heaton-Wright 24:47

Yes, I would agree with that. And dare I say it, nobody is going to have everybody that loves what they say. There's always going to be people that it might just not be of interest or might push a button, or might think they might have the opposing view on it. And that is part of being human being part of the human, as long as we respectful to other people I feel. And if it has caused offence immediately to apologise.

Carol Stewart 25:26

This is exactly the same, you're not necessarily going to know that something may cause somebody offence, but once you do, then you are aware of it, then apologise and lead from that as well.

Susan Heaton-Wright 25:41

But what happens if you are triggered and you an extreme response, the most extreme would be slapping, obviously, but perhaps verbally responding in a negative way - what could you do? If you're the person that has done that afterwards? Do you hold your ground and say, "well, this person pushed my buttons"? Or do you say, when you've calmed down, "Look, I'm really sorry. Can we have a chat about this, so that we've, we just try and resolve this"?

Carol Stewart 26:17

I would say once, once you've calmed down, and you've had time to reflect on the situation, and you recognise that your behaviour was unacceptable, then apologise.

Susan Heaton-Wright 26:31

Yeah, absolutely. And maybe we'll find out something more about the other person, because they might not usually, you know, the might, might have been a complete misunderstanding.

Carol Stewart 26:44

One of the things I often do with clients who have, you know, in situations where there's someone who may push their buttons, they will push the buttons in the wrong way, is, is also to put themselves in the other person's shoes. You know, what could be going on for them? Why they are behaving the way that they're behaving? Because oftentimes, when you're able to empathise in that way, you get a better understanding of why they've acted the way that they did, which then can help you in your response to them.

Susan Heaton-Wright 27:14

Yes, now we're getting some really good comments, John Martin, lovely to see you online. I truly believe that if our viewpoint is from a place of kindness and compassion, we give ourselves a much better chance.

Carol Stewart 27:29

And I totally agree with that, you know, if you're saying something, and give some thought to what you're saying, is it going to put somebody down, Or is it going to lift somebody up? You know, that there's a possibility that what you're saying, could put somebody down could cause somebody events, then maybe don't say it, because in a way that is, is is going to be received better?

Susan Heaton-Wright 27:57

Yeah. It's it's like a cheap laugh, isn't it?

Carol Stewart 28:02

That's nice. We've got no idea what somebody may have been through what somebody's going through, where you just get to person before you, you don't know, what has gone on to them the day before? Yeah. And you may just say something that could just take them over the edge.

Susan Heaton-Wright 28:18

Yeah. Joyce says, I told my husband about this meeting today. And he said, we'll have no right to hit Chris. I told him, how would he feel if someone made a joke about me not having kids? How would he

feel because we have struggled with having kids, last pregnancies, etc. So sorry to hear this Joyce. He went silent. Like Carol said, we need to have emotional intelligence and be kind with words to people, rather, and ascending on my love choice.

Carol Stewart 28:50

Like Likewise, likewise. And I could understand the loan for your husband did feel like that in that sort of situation? If he's able to manage that anger, and that emotion, and you can make more of an impact sometimes with your words, because your words can be quite powerful. And saying something to somebody to get your opinion across in an articulate way, can have more impact than just doing what we all did.

Susan Heaton-Wright 29:22

Yes. Now a couple comments. And then I want to say so only to remember Joyce, that we have no idea what people are dealing with, and she says thanks. And John says one of our company values is be kind of the necessary because everyone you come across is fighting its own battle. What an amazing company, John. I know your work. It's just incredible. And Joyce said thank you all. Donna says I totally agree with John. We I would also say the word wisdom doesn't seem to have any place anymore in our language. Or when we talk about leaders.

Carol Stewart 29:59

I I think wisdom is something that is needed as a leader.

Susan Heaton-Wright 30:04

Yes, I am I introduced you as having lots of wisdom didn't I, by sheer chance. Absolutely. We talk about all of these things of leadership that you know, you're going to be strong, but wisdom and empathy and emotional intelligence, and good communication skills, and this was what I was going to say, not just the words but how we say them, on nonverbal communication and vocally part in this, don't they?

Carol Stewart 30:42

Yeah. And I think what I've done is said that, when we talk about leaders, we don't walk qualities of leaders. We don't, I can't have recall when I last heard somebody say wisdom is a quality of leadership. But I think Donna's totally right.

Susan Heaton-Wright 30:58

Absolutely. Thank you for that. Donna. I wish our present leader in UK had sent us a call. I didn't say that. Spot on joy, sending you love and light. If you'd like to introduce yourself, we'd love to know who you who it is. Donna says, I've just started to read the New Testament, which has been the best self help book, it talks about wisdom, discernment and understanding at its basic level. I wonder if we should have a LinkedIn live about this. Donna come on as well, it would be it would be chaos.

Carol Stewart 31:46

And there's to learn from you know, whether whether you are a Christian or not, I think that the words of wisdom that are in the new Bible of things which we can apply to every aspect of our lives.

Susan Heaton-Wright 32:02

Definitely, and it's the basis of all the values. Certainly within the legal structure, isn't it? A lot of them go back to the elements of the New Testament? Oh, Donna says "I'd love that. Let's do it. I'll organise it girls". Are there. I now we've been talking for half an hour on this, and we're having some great comments from people, are there any questions? Or would anybody like to make any other comments? Now, are there any other questions, observations? We've now got another LinkedIn live that we're going to do soon, which I'll organise for a couple of weeks time. If we're up for it. Oh, was that a question for Carol, So go ahead. Donna, if you want to write it. So I'm just waiting for Donna to write her being I think everything take responsibility, both the speaker and the person that's getting triggered. John says "Imagine if Chris Rock's comment would have been something like Tjaarda no matter how you wear your hair. You're always you always look beautiful". Bravo, John. And, you know, she might well have been feeling very very self conscious, with her hair. Although she looked absolutely stunning that green dress I mean, goodness me. Um, she looked so beautiful. But yes, that would have been a bouquet of love going to her. Donna says what is the best tip to reduce your trigger, cortisol.

Carol Stewart 34:44

So when you're in that in that moment is just pausing. Sometimes taking some deep breaths breathing into for holding the four out for four and repeating that a few times. And then looking at your what your think can believe in that situation and challenging it. So oftentimes, we recognise what's happening to and happening to us physiologically, we won't fully recommend what's going on through our mind. So if you know that if you sort of really get to know and understand yourself and your body, where does it show up, physiologically, some people, they get attention in their stomach, some people, they get tension in their shoulders, their head, heartbeats, faster, their hands become sweaty, and clammy, or they they blush, they go red. So when you notice those physiological symptoms, when you're in a situation that is increasing your emotional state, giving you a heightened emotional state, just pause and ask yourself, Okay, what is going on here? What do you think and believe about this situation, and challenging your thoughts and rationalising them, and putting them into perspective. And if it's something that's happening in the moment, and you haven't got time to do all that, just tell yourself right, I'm not going to react to this, though, right now. I'm gonna think about that later this evening, when I get home or whenever, right now, I'm just going to get through this moment. So it's about acknowledging and accepting what is going on. But not letting it take over in that moment.

Susan Heaton-Wright 36:21

Oh brilliant, at what I would say was, you know, cortisol is one of the chemicals that is secreted when we are our bodies go into the fight or flight mode. And what we need to try and do as quickly as possible, is to balance that with some of the more what I would call the more happiness type chemicals in in that body. The most immediate one, Carol, that that you said, and that is quite correct, is the breathing, the deep breathing exercise. And what it does is that the vagus nerve in the back of the that goes up the back of the spine into the brain that will send the messages, "So Kay, folks, we don't need to secrete any more adrenaline and cortisol, we don't need to run away". And it starts to rebalance the chemical imbalance in our in our brains so that we can relax. You know, there are other things that you can do like singing, laughing, moving around, which might not be possible. But you could perhaps visualise a happy place that you have what I would call a self psychological zone, such as walking on

the beach, and trying to rebalance that cortisone. But I'd be happy to have a chat with you, Donna, it's something that I've had to work on a lot. Are there any more questions?

Carol Stewart 37:55

I thought, as a result of a comment that someone put on the post, so I shared your post the other day that you alright, thank you. Someone commented on it, and, and streaming this out into the mix. And what they said was that, you know, alopecia is not a it's not a disease, it's a condition. And they've also they also commented that comedians make many jokes about men who go bald. And, you know, it can be just as emotional for men losing their hair. But it's, it's, it's because it's to do with sort of the, the, you know, the gender. And I thought maybe it's a valid very valid point in yes, the way that women are portrayed in the media as being you know, you that take Oscars, for example. There's always a heavy focus on how a woman is dressed, what she's got on what she's wearing. But whereas with the men, we don't get that focus. And in some ways, when we sort of looking at this situation, we're looking at how a woman will respond emotionally whereas it's okay for a man. So it's kind of like that sort of, in reverse sort of gender. How people are sort of responding to that situation. So that's just something I'd be interested to hear what people's thoughts are on that.

Susan Heaton-Wright 39:21

Yeah, I mean, I, this is again, something we talked about. Quite often with respect men go bald and it is a genetic condition, isn't it whereas for women, if they go bald, it is quite often due to illness or stress. The not my my family, though, I mentioned this early, I've got loads of hair, but my mother and my grandma have very little hair and have gone bald and it was very, very distressing for them. But I think it is a good point. It is almost acceptable for people to laugh about bald man. And maybe bald men, I'm not a bald man, they respond by making a joke of it, but inside it might be hurting because it's due to the I'm so not sure if there's I'm not sure if that's a good idea. So I'm not. I don't know what that was related to.

Carol Stewart 40:29

What she's saying about her sort of anxiety and telling.

Susan Heaton-Wright 40:35

Yeah, okay. What do you guys think about mindfulness as an antidote to amygdala hijack and cortisol?

Carol Stewart 40:47

Mindfulness, John is, is a great way of managing that and in fact, take on the coaching session earlier today. That was we had, there was a particular situation where the person was triggered by certain events. And what was one of the things that I was suggested was mindfulness, as a way of just bringing yourself into that moment, and being able to remain calm.

Susan Heaton-Wright 41:13

And of course, with mindfulness, you're using the breath as well. So that's going to help with that. Donna says "Carol, I love you raising this I feel that we need to be also be aware of how we're impacting our men, by constantly talking about women". Yes, yes. "It's not just about baldness, though. It's generally how we constantly put a focus on women so much more, so much that men are

completely discounted. I think we need to invite men". I agree with you, and certainly, there were men that were invited to this session. But I totally agree that there are, I'm sure, Carol, you have done events where it's organised by a women's organisation, but there are always men there. And certainly I welcome men and I do not make it female specific or being derogatory about men, because men that that want the same training, that that I offered that and they're often disregarded.

Carol Stewart 42:15

Yeah, I mean, I often get, my focus is introverted women who are senior leaders. And the reason for that is because of one the unfavourable bias that there is towards introversion in the workplace. And also, because of the gender inequality that still exists at senior levels. I get lots of men saying, Well, why am I articles focused on women? And it's, you know, a lot of times what I write about can apply to men. That is, because my focus is women because of the reasons I just mentioned. But it's not to disclude men, because I still coach men as well and work with men, as well.

Susan Heaton-Wright 42:54

But, but that is a good point. And we should be mindful that full of men, too. We've been going for quite a while been going for 40 minutes. Are there any more comments? And I will contact you all about our next LinkedIn live. But we've we've just decided to organise. Are there any other comments, because I would like to thank you all for being on here and for making some great observations. Carol, do you do want to add anything?

Carol Stewart 43:33

Now? Just say thank you, everybody, for being so interactive and engaging. It's been great to see your comments. You know, this is a very interesting discussion, I like to have discussions about the things that don't often get talked about, which affects us all. So it's been great that we've been able to have this discussion, and I too, Donna, look forward to that discussion.

Susan Heaton-Wright 43:56

And Donna says that she does a lot of work on masculine and feminine energy, and the impact that has on gender bias. Well, I think that we've got another LinkedIn live. So thank you so much, and thank you, Carol. It is always such an honour to to discuss different things with you, you have such a balanced wisdom.

Carol Stewart 44:22

Thank you. Thank you, Susan. It's been a pleasure.

Susan Heaton-Wright 44:25

Thank you very much, everybody. Take care everyone and see you soon. Bye. Bye.

Intro 44:33

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