

Speaker 1 ([00:00](#)):

What we know is that antidote to fear isn't courage. The antidote to fear is acceptance. So if I can learn to accept myself when I'm scared, reactive out of presence and below the line, then I become a space of transformation so that when my kids are scared, I can be a space of loving except

Speaker 2 ([00:29](#)):

all right. Front row dads. Welcome to the show. If you're back for more. Thanks for being part of the brotherhood and if you're here for the first time, I'm your host John Broman. This is the show for family men with businesses, not businessmen with families. My guest today is my new friend Jim death Mer and he is the author of the 15 commitments of conscious leadership. And if you're watching me, I'm holding up the book right now. It is a stellar and we're going to get into it. But the most important thing about Jim's bio to me aside from his incredible business accomplishments over the years is that, well he has known his wife since he has been 15 together for 25 years and about the celebrate their 20th anniversary and when you put all their kids and grandkids in a room, there are 20 of them.

Speaker 2 ([01:14](#)):

So we are talking to a man who's got great experience and Jim, I've only known you literally for minutes, but uh, I'm just a huge fan energetically. I trust my heart when I meet somebody and I think, man, I, I really love this guy. That's what I thought when I started talking to you. It didn't take long. Welcome to the show man. I'm so glad you're here. Thank you John. I noticed I have a huge smile on my face. Yeah. Joy running through my body. I'm so excited about what you're standing for in the world and what you and your community of brothers are about. What a fabulous, fabulous container to speak into. So I'm so glad that you said that. That is exactly what we're trying to do is create this environment for those conversations to take place. Conversations that for me weren't happening when I would go hang out with a friend on a weekend and partially it's because it didn't feel like the right time to bring up deep stuff.

Speaker 2 ([02:11](#)):

We've got the families there, we're all hanging out on the weekend and it's tough to say like, how's your marriage really? You know, and, and I just didn't have the container. I didn't have that space. I had great friends, we had great connections, great conversations, and of course they'd ask how my family was doing. But this has been a different journey for me. And so, and your book's been a big part of this now, I told you earlier that we brought this up at our last retreat. Several of our guys are huge fans of your work. I have to give a shout out and thanks to my buddy Tim who went to one of your events. He came back and literally he just keeps saying to me, conscious leadership, that's your answer. You got to do it. It's been at least 10 recommendations at this point. So here we are and thanks for making time. It's going to be fun, Jim. Let's start with something light and easy, which is

Speaker 1 ([03:00](#)):

right now in your world presently speaking, what can we celebrate with you? What's good on any level in any category? Just something good in your life. Oh, I love that question. Okay, so right here, right now in this present now moment, I live in Chicago, I'm looking out my window. It is a crystal clear blue sky. The sun is illuminating the city and there's a sense of joy coursing through my body. So in this moment I am celebrating life, life force, love creation, creativity, and being with you. So that would be the here and now. Right now that's so funny. I open the aperture a Vista titch more. I want to celebrate tomorrow I'm flying out to California and along with Diana Chapman, who is a coauthor and co founder

of our business, we're leading a coach's intensive. So when we started our work, it was largely to support business leaders.

Speaker 1 ([04:03](#)):

But what's emerged over the years is that coaches are drawn to us to learn how to use our particular model. So we're going to be gathering with several dozen coaches to talk about what it means to hold transformational space to be a space of presence such that your very being becomes transformational. And I love to do that. He's like my favorite thing on the planet to do and I actually think it's incredibly germane to what it means to be a father. What does it mean to have our being our presence be a space for our children such that just by our being they feel seen hell no embrace. To me, that's the big game of life. That's the big game of love and that's the big game of parenting. W what does it look like for you to be fully present? How do you know that you're in that space of being a force, that you are truly there?

Speaker 1 ([05:11](#)):

What does that look like exactly is how do you gauge success in that department? Yeah, great question. So first it starts with intentionality. So in each moment I have the opportunity to actually set the intention to be present. In other words, in my experience, conscious leaders or conscious fathers don't do it accidentally. [inaudible] they live life intentionally. And one of the core intentions is, am I willing to be here now fully present? [inaudible] at least my experience for much of my life and my experience in walking through this life with other people is we don't set that intention. So like to your point, you can, you can show up to the dinner table. You know, you've then at work and maybe you've been at the gym working out, you've transitioned, you're back home, and there's no pause with a clear intention that I'm going to be fully present in this sacred circle of my family.

Speaker 1 ([06:22](#)):

So I'll talk about what it means to be fully present in my direct experience. But the first thing is I set an intention. So as a life purpose, my 50,000 foot driving purpose in life is to be fully present. But then as I got prepared to be with you, I took a few minutes, I did just a little quiet meditation and then I set the intention. I just want everything else to receive and to be present here in my body, mind, in my heart and with you. So it starts with intentionality and we can talk more about that. Then once the intention is set, I know I'm present when a, if you have the following, are there. So let's talk about what it's to not be present. So to not be present is to be not just distracted. Yeah. Unavailable or reactive. So I say that to be conscious is to be here now in a non triggered non-reactive way.

Speaker 1 ([07:25](#)):

Totally available to this now moment. Be here now in the non trigger nonreactive way totally available to this now moment. Now in my experience, I don't think most of us are here now and we're not here now enough to even know we're not here now or we're here now, but we're distracted because we're triggered. You know, like we're here with our family at the dinner table, but we're not present because we're triggered because a child spilled mill [inaudible] somebody is looking at their device or somebody is yelling at somebody. So we get reactive and there's particular ways we get reactive. So if I am not present, then I'm triggered or reactive and not totally available. So to be present is to be here now, not triggered or reactive with an open mind and open heart and an open body fully available to this creative. So that's what presence is.

Speaker 1 ([08:28](#)):

So now how do I know I'm present? The first thing is I feel it in my body. So what that looks like is it looks like my breath. It looks like my muscle tension. It looks like literally I can feel the flow of life force vibrating in my body. So my body is here and I'm in my body on embody body. And then next I can feel it in quality of attention that I'm paying both attention from my head. I'm literally hearing it, people in my world hearing and getting them, I can feel it in the quality of my heart. Like my heart is open. So many people, so many dads I think have closed their hearts off and quite frankly for what appear to be good reasons, injury, wound, resentment, self-protection. So I'm here and my mind is open so I'm totally present and my heart is open.

Speaker 1 ([09:28](#)):

So AF, affectively, I'm tuned in to my partner, into my children or grandchildren and my body is open so I'm available. I'm available to the creative dance of this now moment. So that would be a little bit of what presence is for me and what it feels like. Clear intentionality a somatic experience, which is something learned, open heart, open mind, open body, totally available to this moment. What percentage of your day do you think you spend being fully present? I love that question. Two things I want to say. When I first started to learn this dance, my early mentors were doctors, gay and Katie Hendricks. And I'll never forget once when gay and you know, they're in my judgment, leading experts in the world on relationships in play and living in your zone of genius and things like that. And parenting. I just love what they do, but I'll never forget once when I heard gay say the average person can stay present for some place between zero and four seconds.

Speaker 1 ([10:35](#)):

No, if you think about it, John, if you just look at your direct experience, especially if anybody's tried mindfulness or meditation, let's say you're just going to follow your breath. So you're just gonna follow the inhale, follow the exhale. When people start that journey, they can stay with their breath for about zero to four seconds before they're hijacked out of presence. Yes. All right, so I think most of us can sustain presence for just a few seconds. So part of the journey, and I just want to stay with know fathering. Part of the journey of being a great dad is to do the practice and their practices that allow me to stay present longer and longer and longer. Okay. And I'll answer your specific question in just a minute. But here's the bigger thing. So let's imagine that I'm present. So like right now, right here with you, I want to take a breath and be present.

Speaker 1 ([11:33](#)):

I'm here. You're here, we're here. Now after a few minutes, I'll drift out of presence. Something very benign can happen in my tension, gets hijacked. So the key I think to being a great dad is to know when I'm in presence, to know when I've drifted out of precedence and to know how to shift [inaudible] [inaudible] presence. So all day long I'm just present, drifting, shifting, present, drift. Sure. [inaudible] drift shift. Whether I'm talking to my wife, when I'm being with my kids or my grandkids, I'm present. Like I'm fully present reading to my grandson. Mmm. And I get to a place in the book and I go out of presence, conscious grandparenting. He has to know that I've drifted out of presence. And then to have a reliable technology to come back in depressants. Yeah. So what we're doing is we're expanding that zero to four seconds, but equally, if not more important, we're getting reliably good at knowing when we've drifted out of presence and shifting back.

Speaker 1 ([12:48](#)):

So then there are little spurts of presence connected together throughout the day. So now in my life, I live much of my life present much of my life presently and you know, 40 50 times today I've drifted out of presence. But a huge difference is that 25 years ago I would drift out of presence, but say I would get in some sort of drama with one of my kids and I would go out of presence and I would stay out of presence for days or hours or I drift out of presence with Debbie and I'd stay out of presence. So now I go out of presence 2030 times a day. A fear of thought arises, but I get hijacked into something or I get defensive or contract or I get some sort of egoic fixation. It's okay. It's just normal. I notice it quicker and I stay out of presence less.

Speaker 1 ([13:54](#)):

Yeah. Before I shift back into presence. I think that's the real key. Does that make sense? 100% yeah. I've so many thoughts about all this. And when you, when you say the technology, right? The awareness and the tools to be able to not only catch yourself when you've drifted, but then what brings us back into the moment? What are a couple of those examples are true for you or that you've seen be true for other fathers and leaders that you've worked with? And by the way, I'd love to be able to kind of interrupts my own question by sharing. I'm looking here, right? You can see this. It's a right, it's one of those listening. And I bought this because I, yeah. A tool that would help me to get centered in moments throughout the day. So when before I record shows, I click this, this bell and I listened to this and I just wait until I can't hear it anymore.

Speaker 1 ([14:51](#)):

It's amazing how that helps me to dial in one of these on the kitchen table and it's how we start each dinner as a family. Um, and so those are, those have been a couple of our triggers. But I guess I'm wondering is like is that what you mean, those types of cues or, yeah. Yes, yes, yes. By the way, I have the identical child right over here in my brief must be, there must be something about that jibe. Okay. So let me start with this. The first hack is to reliably ask yourself where Emma. Okay, so begin by coming up with a way to reliably ask myself, where am I? And the answer to that question, once I pause and ask where am I, is either going to be present or not? In our simple little [inaudible] paradigm, we called above the line or below the line, above the line is present, open, curious, committed to learning.

Speaker 1 ([16:02](#)):

Available below the line is in a threatened state where most of us spend most of the time in a reactive, threatened state where I'm closed and defense. So the first is to simply develop a routine where I ask myself, where come on [inaudible] pause, take a conscious breath and check. So when I first worked with people, I might say just tech flex and posted stick one on your computer, stick one on your medicine cabinet, stick one in the rear view mirror of your car, put one in your gym bag, whatever. And just when you see the posted for, you know, like a month or three weeks, just say, I'm going to pause an ass where [inaudible] [inaudible] so, and you could do this, you know with your family, you could have part of your ritual. It's like you just do like you could ring a bell. So now I get still and then everybody asks themselves, where am I?

Speaker 1 ([16:58](#)):

We call it a line check. Am I above the line or below the line? Real quick, just thumbs up. [inaudible] where am I? So we call that the location question, location, location, location. And a lot of times when I work with people, I'll use technology. I haven't downloaded an app like randomly remind me or if you have an iPhone mind jogger and it's a great app because you can program it to ask you any question you

want as frequently as you want randomly throughout the day. So I might, you have a dab and say, just take your iPhone or Android program at to ask you where [inaudible] and set up to ask you that, you know, three, five times a day and make an agreement with yourself that whenever it goes off, you will take a breath and you'll check and you'll answer. Honestly. Wow. Right now I'm below the line.

Speaker 1 ([17:50](#)):

I can feel my jaws tight, my breath is high and fast. I'm in kind of a internal anxiety space or, or I'm futurizing or I start to map the territory. So I become more and more self aware of what it feels like to be present and not present. So when I ask myself, where am I, I can rely on [inaudible] answer the question with some amount of self-aware insight. So that'd be the first thing I'd say begin a discipline of asking yourself, where are you? By the way, I do think this is a fabulous little tool in families because little kids get this. You just draw a line and say, are you bubble? If you're above the line, you're alive, free. You know when you're below the line, your kids get it in their bodies and so you can just start playing and let's do a line check.

Speaker 1 ([18:41](#)):

Where are we now if you're going to do this, John, one of the keys is you can't make being below the line bad and raw. This is what real kind of like, like your dad's, the kind of people you're running with high achievers, all of a sudden they make the goal to always be present or always be above the line and I'm failing if I'm contracted or below the line. And that's a formula for disaster. Yeah, because the reality is we're hard wired to be below the line. We're hardwired to scan our environment and look for threats and when we experience threat, we go into that reptilian brain. We contract, we'd go into our fight, flight, freeze reactivity. It's just survival. And it's so wild because you can be hanging out with your kids in the family room, just totally present. And all of a sudden something happens with your kids, like just the normal stuff of being a parent.

Speaker 1 ([19:46](#)):

You know? One of them hits the other one contract. We go below the line and that's just normal. So the goal is not to make being below the line bad or raw, it's to just notice that it's part of our survival mechanism. So the first thing you ask is, where am I? Yeah. We regularly say in our world, I'm below the line. It's no big deal. It's just part of being human. Then the next key, the next hack is if I'm below the line, can I accept myself for being below the line? It's real simple. Whenever I'm below the line, I'm just scared. I'm just at some core level. I'm frightened. Now, you might be a big powerful person who doesn't own that. They're scared of that. That's not true of the men you're working with. I imagine you're working with emotional intelligence, helping people own their fears.

Speaker 1 ([20:41](#)):

It's such a healthy thing to do, but whenever I'm below the line, I'm just scared. And so from that place, first question, where am I? I'm below the line. The second question is, can I give myself a breath of acceptance for being scared? So that's the second step. And then I'll get to some more practical hacks. By the way, when a father can begin to do this with his children, cause whenever your kids are below the line, you can know that all that's going on is underneath their scare. They're experiencing some threat to what they perceive their identity to be. And of course what we know is antidote. Fear, isn't it? Courage. The antidote to fear is acceptance. So if I can learn to accept myself when I'm scared, reactive out of presence and below the line, then I become a space of transformation so that when my kids are scared, I can be a space of loving acceptance for them.

Speaker 1 ([21:52](#)):

It's like I think Dan Siegel says it so well. If my kid is in a reactive state, the first thing to do is breathe myself. Yeah, I get my nervous system. Then affirm the reactive pattern in the child or sweetheart, I get that you're upset. It makes sense to me. You're upset. You wanted those kids to invite you to play baseball with them. They didn't invite you. That hurts Tawny and I get it. Acceptance meets fear and then fear begins slowly to melt. And if, unless I can do that for myself and in myself, I'll have a hard time doing that for my kids. Mmm.

Speaker 2 ([22:42](#)):

All right guys, I want to take just a quick second to talk about something really important now and know you're listening to the show because you want to level up your game at home, but if you want to take the next step within front row dads, I want you to do something today, which is text the words front row dads to three one four six, six five one seven six, seven three separate words. Front row dads. It's not case sensitive. I want to send you a few things right away. First I want to send you a recording from a masterclass that I recorded with my good friend and author of the miracle morning. Howe L rod is a father of two amazing human beings and we recorded a show called the five habits of a front row. Dad, I want to send that to you because I think it is well worth listening to.

Speaker 2 ([23:19](#)):

Second, I want to give you 45 minutes of a mindblowing conversation that I had with a woman named Kim and NAMI and the show is titled have better sex, hugely popular. This will rock your world and likely your spouses as well, but I want you to have access to this information. Number three, I want to give you access to 1300 other front row dads inside of our Facebook group where you can ask any question, share any win and give any that you think would be valuable to the community. And lastly, I want to include you in one email I send out each week. It's short, it's to the point, and I pull from my life experiences along with the insights for more than 135 members of our brotherhood. I want to give you the best of the best in each email. So all you have to do is just text the words front row dads to three one four six, six, five one seven six, seven and we will get you started today.

Speaker 1 ([24:12](#)):

You're asking what are some of the hacks? First ask yourself, where am I second? Learn to give yourself a breath of acceptance. And then third, when you're triggered and reactive, take four conscious breaths with a four second inhale and a four second exhale. You know, I think the Marines called back spree and the whole idea is you just need to change your blood and brain chemistry.

Speaker 2 ([24:34](#)):

Yup.

Speaker 1 ([24:35](#)):

Your dinner table is a shit show before you can intervene from presence and love taking four breaths so that you get the adrenaline, the norepinephrine, and the cortisol out of your blood so that you can be fully present to address what's there. You're just going to collude with the chaos. So a first shift move is for conscious breaths. That's a four second inhale and a four second exhale, 32 seconds. That shifts and then you know, the rest of our work is just like 32 different shift moves to come back into presence when you're out of presence. Wow. I feel like I'm talking, I want to hear your voice. I just want to pause and see what that's bringing up for you or what, what's happening over there with you.

Speaker 2 ([25:22](#)):

Well, I appreciate that so much. I'm, I'm so captivated. I several times I wanted to think about what I wanted to ask you next and then I brought myself back into the present moment. I said, no, no, just stay here and now Jim, there was so much there Jim, that I resonate with that I appreciate. There were a couple of moments when you were sharing where I thought, Oh man, I have really messed this up so many times I thought I had this, like I was watching this video in my head of like all these moments where I completely got triggered. I have this, I have to tell you, this thing that I shared with my core group in front row dads, we have small groups that we call bands, which is, yeah, so groups of four and we, my band is Tim, a buddy how and another guy named Justin and we meet monthly for two hours and the only rule is no business talk.

Speaker 2 ([26:15](#)):

We just have to talk about family. And one time I shared with them that I had this, this moment with my 10 year old were he said something to the effect of, I can't remember exactly what he said right now. It was something like, I wish I had a father who didn't get triggered so easily and I was just, Oh I, and the truth is [inaudible] he deserves a father who doesn't get triggered so easily. This is actually something I've about very openly on the show. I've shared it with my friends, you know, and some people have a hard time imagining me triggered, you know, because I genuinely, at my core, I'm a very loving, nice person, but I get angry, I get triggered, I get, you know, I something clicks and, and they feel it. My family feels it and I know when I'm triggered when I'm conscious and I'm like, Oh definitely.

Speaker 2 ([27:07](#)):

Okay, I'm triggered right now. This has been several years of me learning tools to be conscious enough to catch it and then know how to get myself back into a good space. And all these like the bells and you know, there's so many things I quit drinking a year and a half ago. I focused on sleep. There's lots of these little things. I watched a Ted talk recently about a guy who was talking about transitions and he just talked about changing clothes from your business close to your family, close and symbolic, you know, so there's so many of those things that are coming up for me and I just really appreciate this, Jim. I really do because aye, I believe that what you're sharing, this idea of being, I feel like the universe is sending me these messages because I have heard the word be versus do at least six times in the last 24 hours.

Speaker 2 ([27:59](#)):

I was literally at lunch with how yesterday and the woman had said she was a teacher for years and she wanted to, you know, she was transitioning in her life. She wanted to move from doing to being, and I keep hearing this about being present about, about the way that we show up, the energetic vibe. A woman who I learn a lot from. It talked to me recently about what true empathy is and then I wrote about it for this group and I, I, I talked about empathy being this energy. Empathy is energy and I never saw it that way. So all this is ringing true. I guess my point is I'm just reflecting back that all this is so important. It's right on the money. It's exactly what I need to hear. I'm guessing it's what other guys need to hear and my kids, I'm going to give him your address so they can send thank you cards.

Speaker 2 ([28:49](#)):

I just want to grab a couple of those threads. Yeah, like it's so beautiful. You know, I think you said your 10 year old said, I wish I had a dad who, you know, doesn't get triggered so much. Yeah, yeah, no, yes. Imagine that we could all be present enough now we could say to our children when they point that kind

of thing out. We could say, first of all, thank you for seeing me. Yeah. Thank you for seeing that. I get triggered. Thank you. Second. Thank you for giving me feedback. In fact, I would like to invite you whenever you see me triggered, if you could just say, Hey dad, you look triggered. I would show appreciate you giving me feedback and I just want to tell you sometimes when you give me feedback

Speaker 1 ([29:41](#)):

that I'm triggered,

Speaker 1 ([29:42](#)):

I'm going to get more triggered, at least for a few moments I mind, but I will come back to you and I will deal with my trigger. The next thing I want to say to you, my sweet little 10 year old is it's okay for you to get triggered too. This is not a family of perfect people who don't get triggered. This is a family of Schumann who gets scared. I get scared and when I get scared, I get triggered and I want you to know it's okay with me if you get scared and get triggered too. Now imagine if a world of fathers and grandfathers said that to their try. Yeah. Imagine a world where it's okay to have our kids say to us, you know, dad, you're below the line, dad, you're triggered. Oh, thank you honey. Let me just take a breath.

Speaker 1 ([30:46](#)):

Ah, okay. And then we could say to our kids, now, sweetie, you look triggered. And again, I'm not telling you not to be triggered. You make sense. You're triggered. The world looks scary. Of course you're triggered. You know, it's like we have, these are our grandkids are all under the age of eight. And you know, it'd be like they spend the night here with my wife and me. And imagine if you three in the morning, one of the little three-year-olds walked into our bedroom and you know, they said, uh, grandfather Gammy there's, there's like a boogeyman under the bed. Well, you know, I wouldn't be a very conscious grandparent if I rolled over and said, Oh sweet, are there no such thing as boogeyman? Go back to bed, get over, go back to bed. In fact, I think when I respond to them that way, they would get even more scared because in their little reality there's something to be scared of and then somebody they trust doesn't see reality.

Speaker 1 ([31:38](#)):

Whereas if I'm in a good space, I would say to them, all, sweetheart, you're scared. That's okay. Grandfather gets scared too. So why don't just crawl up here and let's cuddle for a minute and then we can take a flashlight after we have the cooling rate in our nervous systems. I wouldn't say that to them and we can go look. Yeah. And you know, that's all any of us want, John, we just want like in your band of four brothers, that's part of what you're doing. You're revealing authentically and vulnerably and what you're getting. I know this just based on the vibration I get from you, what you're getting is a group of men who look at you and say, we see you. Yeah. It's okay. You don't have to be perfect periodically you fall off the horse. It's okay. Just dust yourself off. We'll dust you off and let's just get back on the horse.

Speaker 1 ([32:28](#)):

Yeah. So I love it that your child is, feels free to give you feedback. Yeah. What a gift, Jim. You know, how do you, about this concept of above the line and below line I know is so powerful and I know you in your book talk about this being like the model, right? This is the most important no framework we could introduce. I believe that I, I felt it. I, it was significant for me. I don't think I presented it properly to my wife and I don't, and I don't. And I don't think she appreciated me mentioning by 32 times over the

next week that she was below the line and then I wouldn't talk to her until she was above the line. That didn't work for me. So let's take my failure as an opportunity.

Speaker 1 ([33:25](#)):

What might work. Oh, thank you. So many of us have done that. You know, we'd come up with any new models. Yeah. And then we decide that it's our job. [inaudible] teach slash impose the model, um, to people we love. Let's just start with our wives and then we think it's our job to be the referee of whether or not they're doing the model that most of our wives haven't really signed up for that program. So, uh, you know, really what I often say is, unless your wife is open to you being a teacher, a bringer of new models, which yours might be, in which case that's great. You could say, Hey sweetie, I came across this new model. I thought it was interesting. I want to tell you about it. If you want to know about it. Well let's say she goes, yeah, I love you.

Speaker 1 ([34:14](#)):

You're always bringing great stuff back. You're like, you know, like you go out into the wilderness and you find stuff and you bring it back. Great. What do you got? Well then you would tell her what the model is and you know, again, the model is, it's so simple, it's so universal. Like nothing in our book is original to me and neither is that I got the Bumble of line from gain, Katie Hendricks. It's real simple. It's above the line is trust and below the line is threat or fear above the line is love. Below the line is fear. That's real simple. I'm just kind of which energy am I moving from in life and what does it look like when I move from those energies? You know on our website we have a video, I think it's like two and a half minutes, you know about location and it's just a two and a half minute video on this whole above and below the line thing.

Speaker 1 ([34:58](#)):

You can show that to your partner, your wife, your kids, and say, Hey, here's a new game I want to play. Now the next step after you do that is this. And this is the key. Say, Hey, here's what I'd like. I want to play with this. Yeah. For the next couple of weeks I give you permission to point out to me anytime you think I'm below the line. And by the way, with your kids, if you've got a kid who's 10 how old are your kids? 10 and five. 10 and five year olds can get this too. Yeah, totally. Cause again, I'm just saying if they're listening to this, I'm just doing thumbs down or thumbs up. You just have your five year old go dad. Okay. And then yeah, it's a game. It becomes a fun game by the way. I think the more that learning is playful, the more we learn.

Speaker 1 ([35:44](#)):

So you say to your wife, you say, sweetie, I really love your feedback because you know there are ways I contract or go below the line with you and the kids. I don't any place else in mind. So when you see me below the line, would you give me feedback? And I, like I said, when I was kind of role playing around your kid, if you say that to your wife, say, you know, when you give me that feedback, I might not shift right away. In fact, I might actually go further below the line. And again, John, people like you, leaders like you and men, like you [inaudible] often go further below the line because right after we're told we're below the line, the next inner critic voice is going to be, you suck as a father. You suck as a husband. And now we're going further below line.

Speaker 1 ([36:26](#)):

Draw our own inner critical voice. Yeah. So you'll say Ani, I might just go for a little drift into below the Linus, but what I want is your feedback. And so you say, would you please give me feedback? So E your own cookie before you ever offer it to anybody else in your life. And then you know, you did that for a few weeks or a few months. In my experience especially, I would believe this about you. Your wife's going to say, yeah, I'm open to you giving me feedback too. And now we're starting to play a game. But the deal is it's not whack a mole. We're not trying to catch each other below the line and whack each other. It's more like, I see you, you're scared and I am witnessing you. I can't you now, at first there'll be judgment and criticism. That's okay. You just work that through.

Speaker 1 ([37:19](#)):

But that's the way I invite. No, I'd invite them and fathers to play this game. That makes sense. That's good counsel. Yes, yes. Uh, and yeah, and that's exactly it. And you know, I'm so glad that you mentioned that you could go further below the line because when you initially said that I thought, yeah, that's exactly what's happened in the past that sometimes like, and in my heart I'm going, she's totally right. And then I'm like, but it's making me angry that she's right and that I'm wrong and I'm right there. Aye. I believe that to be fully true. You know, I've never had a situation, Jim, where I've been enjoying a podcast so much, but actually wanted to leave the podcast because I want to go implement the things that you're telling me that is conflicting emotion right now. I just gotta go. I got to go. I got to go talk to my kids. We started this weekly family meeting. In fact, we're about to run a training call in our membership area, these family meetings, and we started doing them on Sundays. My friend Ryan [inaudible] does him and my buddy Mike McCarthy is doing them and they're powerful and I'm going to bring this up. I'm going to play this video and share it and create a game for them and I'm going to think about also all the different ways I could gamify this. Hey, can you help dad to stay or catch

Speaker 2 ([38:36](#)):

dad above and below the line? Like this'll just be an awareness. It'll be fun for them because yeah, this will be great. Then they start to play and they're growing in their self aware. That's exactly right. Yeah. Yeah. That's good. That's, that's really great. This is cool. Jim, you know, there's so many places we could go with this conversation. And I, and I love where it's been and I'm, I'm conscious of the time also. So I want to be careful to not open up totally do a, you know, huge topic because there's so much that you cover. I mean, look, I'm holding for those of you who are maybe watching on video, I'm holding the printout from the website of the 15 commitments, you know, this is, there's responsibility, curiosity, feelings, candor, gossip, integrity, appreciation, genius play. What is the opposite of my story? That's a big one.

Speaker 2 ([39:23](#)):

And Tim likes that too. He likes to say what's the opposite? That's really cool. A security control and approval being enough allies win for all and being the resolution so much here. And the good news is guys can just get the book and they can listen. You did a great job with the audio. They get the book, they check it out. Uh, Tim is a big advocate for your online virtual training. That's a great place to start. So that's really cool. There is a couple other questions I want to ask but, but I want so many before guys leave in case they had to go because they're pulling into their driveway right now from their commute home or whatever it might be. Where can they get that virtual class and maybe just give us a little bit about it so they understand whether or not that would serve them to get into something online. Okay great. So our website is conscious, doc is conscious, stop is go there. We have tons of resources, all these two minutes animations that you can watch like a two. They're excellent

Speaker 1 ([40:26](#)):

on how to be with feelings. This is a huge one. Teaching fathers how to be with their emotions and the emotions of their children. How to set up an anchor station in your home so your kids can learn how to move anger through their body in healthy ways. So go to our website. Conscious is there are all kinds of resources there all free. Just take them, disseminate them. We open source all of our content and then there is also events there and we do virtual, it's called the taste of conscious leadership, so it's like four hours of virtual thing and we do in-person events and we do forums. You know, that's our primary tool all throughout the country. Eight to 10 people gathered together once a month for four hours and do two retreats. I think very similar to what you're doing. You have your retreats and then you have BAMS because you know we're really transformed in deep intimate relationships where we are safe and so we put those on, so all that's on our website, go and take it and avail yourself of it and just let us know how we can serve you.

Speaker 1 ([41:27](#)):

We just want to, again, none of this stuff was original task that we tried to give credit wherever we it and we just feel

Speaker 2 ([41:34](#)):

like we're stewards wanting the support. It's vibration, it's expansion into the world and the thought of having fathers a really live rooted in these kinds of things is so darn exciting to me. It's just, yeah, one of my favorite. Then the next, the next book that we're being invited to write that we hear about all the time is the 15 commitments of conscious parenting. Yeah, I think it just maps perfectly to what it looks like to be a conscious versus unconscious father, mother caregiver. Absolutely. Well let's talk about that book when you put it out 100%. Well I'm, I'm certainly a fan of your work, Jim and I love what you're up to and um, this is, this has just been such aye, enjoyable and impactful conversation. I would argue, I would go on the record. I'm going to say this, I don't say this, uh, I've done, I dunno, this would be like our, like somewhere around 150 shows.

Speaker 2 ([42:34](#)):

This has been my favorite interview today. I really mean that, that is not difficult for me to say. It just hits on all the points. And I think there's also a, you've traveled this road right there. There is something where you've earned a little respect here, your 20 kids, grandkids all coming together, you know, and uh, representing a lot of road that you've traveled in this space. And the work that you've done. So I just really appreciate all that. I want to ask you this final question and I'm hesitating cause I, I realize it could be a big one. So feel free to defer this to another conversation that we have. Oh, but I have to ask, cause we spent so much time talking today about being present, right? And the book is the 15 commitments of conscious leadership. How do you see the difference of somebody being conscious and somebody being present?

Speaker 2 ([43:31](#)):

Is there a difference? Are they the same thing? Yeah. Well, when we introduced the word conscious, we're introducing an entire field of literature. So, uh, in our tribe we like to listen to the waking up app by Sam Harris. And if you look at Sam and then you go to Sam's wife's book, I'm conscious, I think it's a beautiful book, simple and short. Mmm. What it means to be conscious and it's technical, the definition. Oh, you know, millennia. So in our world we're making conscious and present the same thing. Now it's not that way in a lot of worlds. So to be conscious is to be present. It is to be here now in a non triggered

non-reactive way, but of course we could define conscious versus unconscious, like are all sentient beings conscious? What is consciousness? We're not using it in that tech. Got it.

Speaker 2 ([44:26](#)):

In our world they are rough equivalence. Cool. Well there's just so much that we can learn and that we can have conversations about. I want to thank you for, I wrote in my notes. I was just going to thank you for the radical responsibility piece. Jim has been big for me. I wanted to mention that to you specifically. The piece about gossip was really big for me because I've wrestled with how do we open up to our brothers and talk about like maybe our marriage or our kids without gossiping, right? Without throwing them under the bus, but how do we have candid conversations? How do we get that off our chest without gossiping about them? There's so much in this. That was really powerful for me. I just realized we could have 15 hours of conversation on this and I want to stay in your world.

Speaker 2 ([45:13](#)):

In your space. I want it to be part of the container that you're creating for this conscious conversation because I do believe that this is going to be part of what helps the world to not only heal but to thrive forward. And I think we need it. I think we're at a place right now where there are some big decisions humanity has to make and it could go a lot of different ways. And I think if we have the conversation about personal responsibility and how we show up and uh, being aware enough of how our decisions and our businesses and our families impact and ripple out into our communities and across the world, that we can really choose the direction that this thing is going to go. And I just, I so I thank you for your work. I think you're in creating a world my kids are growing up in and thank you Jim, appreciate you.

Speaker 1 ([46:01](#)):

Well thank you John. Thank you for being the stance that you are for parenting and for fathering and for excellence, for excellence in what it means to, I think discharge. One of the great callings in the world to father and grandfather, these children. It's just have goosebumps say that. Tears in my eyes like what? You know,

Speaker 2 ([46:24](#)):

that's a pretty

Speaker 1 ([46:25](#)):

magnificent calling. Yeah, and to do so excellently and gently and patiently. You know, if we talked about my family, it's at times been so chaotic and so messy, you know, and, and yet there's forgiveness and grace and kindness and we get to come back together. It's not about doing it perfectly. It's about doing it with a little bit of grace and kindness.

Speaker 2 ([46:48](#)):

Well said. I hope that, uh, all the men take a little grace and kindness and forgiveness and love home to your families after this show today. Thanks again Jim. Appreciate you being here. Thank you John.

Speaker 3 ([46:59](#)):

Hey guys, if you haven't already done so, go right now to front row dads.com/facebook and join the conversation that's happening right now on line. We designed this group for guys who are

entrepreneurial in their thinking that are high performing guys with low egos. We're looking for the dads that believe in teaching their kids how to think, solve problems and be real leaders. We're looking for guys who believe in being family, men with businesses, not businessmen with families. We're looking for fathers who have great knowledge but also believe that they have so much more to learn and we're looking for men who want to add value by sharing their wisdom and those that are willing to ask the questions that we all need and want answers to. That's [front row dads.com/facebook](http://frontrowdads.com/facebook) or simply go to Facebook, type in front row dads and you'll get to our group and what we put in there links to all the podcasts and videos and other resources that you can't get access to anywhere else except for in this group. We want to give you the best ideas to help you with your marriage, balancing work and family life communication strategies with your spouse and also your children, travel ideas and even suggestions on the latest gear that would save you time and help you be more effective. We've got updates on upcoming events and so much more. Go right now to [front row dads.com/facebook](http://frontrowdads.com/facebook) and join the conversation. I'll look forward to connecting with you there.

Speaker 4 ([48:27](#)):

[inaudible].