

Balance365 Episode 115 Transcript

ANNIE BREES

Welcome to Balance365 Life Radio, a podcast that delivers honest conversations about food, fitness, weight and wellness. I'm your host Annie Brees along with co founder Jennifer Campbell. Together we have a team of personal trainers and nutritionists who coach thousands of women daily and are on a mission to help women feel happy, healthy and confident in their bodies on their own terms. Join us here every week as we discuss hot topics pertaining to our physical, mental and emotional well being with amazing guests. Enjoy.

ANNIE

Hello, my friends, thank you so much for joining us for yet another fabulous episode. I have to preface this entire episode by saying if you've been around a while you know that our philosophies or principles or values are rooted in self love and encouragement and compassion and sometimes that compassion means you need a hug. And sometimes it means you need a kick in the butt, and you need to be called out on your crap. And that is exactly what Jen and I are diving into today. Because over the past six years, we have worked with thousands of women. And believe it or not, we see the same patterns over and over and over again. And these patterns are standing in the way of people finding success. And just so everyone knows, Jen and I have our own crap we compassionately call each other out on. And in fact, that's what we would consider a pillar of a healthy, female relationship. But in this episode, we narrow it down to seven mindsets that are keeping people stuck. And as we say, in the podcast, people are very aware of the results and how they feel about the results. But they're much less aware of the beliefs they have that drive the feelings, that drive the actions, that create the results and that's why we spend so much time on beliefs and mindsets. We've got seven of them. And if you want to hear more of our thoughts on how you can start cutting the crap today, then you have to join us for our free workshop if you catch it in time. It is May 5, May 6, and May 7. Join us at balance365life.com/cut-the-crap. Join us inside our free Facebook group for a three part video workshop series where Jen and I dive into more of this inside our Facebook group. Totally free. We would love to have you. Enjoy the episode. We'll see you inside the group.

ANNIE

Good morning, Jen. How are you?

JEN CAMPBELL

Good. How are you?

ANNIE

I am golden. I'm so excited for this podcast. Are you excited?

JEN

Yeah, it's a little different than other podcasts we've done. It has a little bit of a different tone, but I think some people really need this podcast.

ANNIE

And I would say that this tone of this podcast is more true to who we are inside coaching and inside our personal lives. So it feels a little bit freeing [laughs] to talk a little bit more frankly about -

JEN

Do you think? Yeah. Do you think that...Do you feel like we censor ourselves sometimes?

ANNIE

Oh, yes. You know, if this podcast could be how I would normally show up in my life, it would be not clean.

BOTH

[Laugh]

JEN

You'd be swearing.

ANNIE

I would be swearing, but we've kept it clean because we know people listen with little ears. And my three year old has a swearing problem, but not everyone wants their three year old to have a swearing problem and I respect that. So, but you know, you and I talked to our girlfriends a little bit more like...

JEN

Yeah, yes. And people aren't used to hearing any type of tough love from us. And I think the reason that we don't do that is because we know tough love is overused in the health and wellness industry. So we want to counteract that. But actually, we believe there is a time and place for tough love. And this is more of a tough love podcast.

ANNIE

I'm so stoked.

JEN

[Laughs]

ANNIE

Because we've worked with thousands of like, literally, that's not an exaggeration. We've worked with thousands of women and we've identified some patterns that we see over and over and

over again. People, or patterns of people that are staying stuck and patterns of people that have had success, both sides, right? And we've come up with a list of -

JEN

I think there's seven here.

ANNIE

Yeah, things to address.

JEN

Yeah, mindsets that you need to address if you want to be successful because these mindsets all perpetuate failure and staying stuck and we put our heads together with our Balance365 coaches to come up with this list, and we all see it and we see it in, you know, many different women. We've seen these mindsets over the years, you know, over and over and over. And we've called people out on these mindsets, many different times. And we're doing it all the time. And we're coaching them through these mindsets all the time. And I think it's important to share because really, in order to work past them, you have to learn to call yourself out on these mindsets.

ANNIE

Yeah, and as we've said, in other podcasts, people are aware of the results that they're getting and how they feel about those results. But they're not so much aware of the beliefs and the feelings that they have about the actions, that are driving their actions, that are creating the result.

JEN

Right, and just fine print. We compassionately call people out, like your your best cheerleader girlfriend call out. Not your Drill Sergeant coach who's trying to make you feel like crap.

ANNIE

I actually said in our coaches meeting the other day, I called it compassionate crap cutting.

BOTH

[Laugh]

ANNIE

Which is what I like to think that we do, because we're doing it because we want you to succeed and want you to have an enjoyable experience and lovingly hold you accountable to the things that you committed to.

JEN

Yeah, and if this is your first podcast with us, keep listening, because we're not always calling out. [Laughs] But there is a time and place for it. And that time is today.

ANNIE

We can give you hugs and a slap on the butt.

JEN

Yes, we can.

ANNIE

We can do both. Okay, so let's dive into that first mindset which is the victim mindset. Tell me about this, Jen.

JEN

The victim mindset is extremely common, and that's why it was the number one thing on this list. It's also a very tricky mindset, I think, to talk about because, well, first of all, we need to differentiate between a victim and victim mindset, right? A victim is somebody who has been harmed from someone else's actions. And that's not what we're talking about here. We're talking about the mindset, which is you have perceived powerlessness. So people with a victim mindset feel powerless to the circumstance they're in and it becomes a thread throughout their life. People with a victim mindset often believe that their situation is unique and that there are special factors that they alone deal with that make their life the hardest. And they often don't believe they'll ever be successful with change because of you know, this factor and this factor and this factor. How we see this show up when we're coaching is a person who is very, very focused on their barriers to change, and sometimes is even uninterested in talking about options for growth or progression. They're just very focused on those barriers. And when coaches are trying to troubleshoot with them, they keep saying, "Yeah, but this, yeah, but then there's this and this and this." All they see are barriers, all they see are the reasons they can't do something. And in some cases, I think that suffering is just more comfortable for someone with a victim mindset, and it becomes part of their identity.

ANNIE

For sure. It's, you know what to expect, or you feel like it's more familiar, is what I should say. It might not be comfortable, but at least it's familiar.

JEN

Yes, and it makes failure more tolerable. It makes avoiding even getting started more tolerable. Because you have all these reasons why you can't, won't, or you have all these reasons why you failed, because it is more comfortable to look at your external factors than to take responsibility for inaction, right, like taking responsibility for not taking action, or even leaning into failure and saying, "Yeah, I failed," that can be very uncomfortable for people and they'd rather blame, you know, circumstances, people in their life, etc. And the reason I can talk, the reason I feel I can talk about victim mindset so openly is because I actually really struggle with it. And I really struggle with it to this day, and I have to call myself out on it all the time. Because it's a mindset I have. It's a mindset I'm not thrilled to admit I have. I think there have been times in my life where I have been a victim. But then I think that became part of my identity. I think I

grew up with different influential voices in my life telling me I was a victim, or our family was or we were. And it's been a real barrier for growth and change for me.

ANNIE

Yeah, we talk about this in coaching, the idea that there's like the cause and the effect. And it's not uncommon for as you said, victims to put themselves in the effect box like, "This happened. So then I had to do this."

JEN

Yeah, I would say not victims, but people with a victim mindset.

ANNIE

Sorry. Yes, yes. Yes, thank you. But really, you can put yourself in the cause box.

JEN

Right.

ANNIE

Instead of being subject to your circumstances, you can take some more power and more control over what you can do, right, which is the shift that you would offer, right?

JEN

Yeah. So what I'm doing, the work that I do to shift out of that victim mindset is to first of all, call myself on out on it. I'm doing that thing again, where I'm focusing on my powerlessness and all the reasons and all the people and all the things that have happened to me that are on my long list of why can't change and why I feel sorry for myself and why I'm sitting here wallowing. And I shift to becoming the creator of my life. So what options are available to me? What steps can I take in this situation? How can I feel empowered right now? And that feels a lot better. That's kind of how you can step out of wallowing and start taking action.

ANNIE

Yeah, I think that's a super empowering place to be, knowing that even even if you find yourself in a circumstance where your options are limited, you still have choice. Freewill, autonomy. And sometimes we just don't see it ourselves.

JEN

Right. The other thing is, back to the circumstance, people with a victim mindset. They have beliefs around the circumstance that perpetuate feeling sorry for themselves and inaction. And it's not that you shouldn't feel, right? It's not that you shouldn't, you should feel you should say, "Oh, this is not the most ideal circumstance." But it's looking at, like, you know, I remember one day just opening my eyes and going, "Other people are in the same circumstance as me, oftentimes worse circumstances than me. And they have a totally different approach to it and a different attitude. And they're thriving. And I'm sitting here wallowing, not taking action. Just feeling further and further behind in my life," and I used to have, I used to bring up literally

anything, and one [Laughs], like, anything, like we could be, you know, I could be in a coaching interaction where I'm talking to a coach and I you know, I just find myself wanting to say, "No, but you don't understand, like, I used to be poor when I was young," like, [Laughs]. You know just bringing up anything to go...I don't know, just to feel sorry for myself and to go, "You have all this baggage, you know this happened to you and this happened to you," but you know, in some ways it can be narcissistic, like, it can be very self focused. And when you kind of start paying attention and talking to other people and you realize those things have happened to a lot of people and they have responded differently than you have. And you're sitting here wishing that you could feel like they feel or you're wishing that you could have the results that they're having. But there's actually no reason you can't. You are the one standing in your way.

ANNIE

Yeah. If that's the mindset you want to have, go for it, but like, choose it and own it and like actively, like, take ownership over it, versus just letting it happen to you. By default.

JEN

Yeah. So that's the powerlessness, right? Like, you're letting life happen to you. And you're letting yourself become a victim of your circumstance. And you're using your circumstance as a way to avoid often discomfort.

ANNIE

Yeah, good stuff.

JEN

Yeah.

ANNIE

We could probably spend the whole hour talking about just that though.

JEN

I would love to have to do a whole podcast on victim mindset because I've learned a lot in my own journey.

ANNIE

Yeah. [Laughs] We could just do an interview with you.

JEN

Yeah. Do you remember when you used to call me Eeyore?

ANNIE

[Laughs] I do.

JEN

Yeah. I mean, it really came out everywhere. And it still does. It's just something I have to keep, I have to be aware of, call myself out and keep redirecting.

ANNIE

And you also have, you have taken ownership over it. You've called awareness to it, which also has given permission to people in your circle like myself who work very closely with you to call you on it and I can be like, "Jen, I really don't think that that's how it is." [Laughs]

JEN

Right.

ANNIE

Even, you sent me five podcasts outlines and you're like, "I don't love these. B-minus work." And I'm like, I opened them up, but I'm like, "I think these are great."

JEN

Yeah. [Laughs]

ANNIE

So yeah, okay. Mindset number two: over thinkers. All talk no action.

JEN

Yeah. And I honestly think you're the best person to talk about this mindset issue. It's not that I actually I'm not an over thinker, I definitely can overthink. But you seem to have more experience with it.

ANNIE

Well, you know what comes to mind is, so like over thinkers, you might be an over thinker if you feel like you have to work out all the angles of the plan, right? You have to know absolutely everything before you can jump in, you examine deeper and deeper and deeper, you get, like not just high level, but then you get really granular and detail oriented. And you might find yourself thinking about a workout all day, but then you eventually don't do it, which I, ironically, just got an Instagram message about. And I think actually, your sister has talked about how she will spend all day thinking about cleaning the bathroom, but it takes her five minutes.

JEN

Yeah.

ANNIE

But she'll spend six hours debating if she should clean the bathroom or not.

JEN

Yeah, she's a real over thinker, too, now that I think about it. And you and my sister are the same Myers Briggs.

ANNIE

Oh, we are? I didn't know that.

JEN

Yeah, you are. It's ENFP.

ANNIE

I am ENFJ.

JEN

Really?

ANNIE

Yeah.

JEN

Oh, okay. You're ENFJ. Okay, well, she's ENFP.

ANNIE

Okay, pretty close.

JEN

Yeah. And she's a real over thinker as well. And she calls herself on it, which is, it's so funny. But when you realize you're doing it, and you realize that the three hours you spent thinking about working out when you just could have done it in 15 minutes, it can be a real lightbulb moment.

ANNIE

You could have had six workouts done in the three hours you contemplated doing it.

JEN

And I feel like you talk about this a lot on Instagram, or on your stories, Annie, and like, just do it. Like, I don't feel like doing it, but I'm just gonna do it. And yeah, that's why I thought you'd be the best person to talk about this. It sounds like you have been there, done it.

ANNIE

Yes, I have and you know, what comes to mind is people seem to think that they, when they get enough knowledge, when they have the perfect plan, when they have all the knowledge they need. Then they can start. And I feel like we are constantly telling women you know enough to get started. And the analogy I use often is when you show up for a new job day one of a new job, you don't know absolutely everything you you know, like, where the bathrooms are, when your lunch break is what your, you know, cube mate's name is, and when do you get paid. And that's about it, the rest of the knowledge you acquire as you work through the position and as

you need it, right? You don't show up on day one thinking "I need to know everything about this job in order to do it. Well, otherwise, I suck." You know what, actually you might, but the expectation is widely accepted that you're going to learn. This is going to be a period where you're going to learn and you're going to get training and learn some new skills or some new systems, right? But what we see women do when it comes to diet and fitness is they think they need to have all the knowledge and they need to have these perfectly. And they wait until they have the knowledge and the perfect plan to get started. And then they don't ever get started.

JEN

And when you start getting over this, you'll find women working out in their pajamas and bare feet, you'll find, you know what I mean? So it's like, they realize it doesn't have to look perfect. They don't need to have their...They don't even have to have their workout clothes on. You'll find them lifting milk jugs, because they realize they need to stop thinking about how they don't have any weights or what are they going to lift for weights or?

ANNIE

And I did, about that Instagram message. I got a message from a woman. She responded to a lifting video I posted and she was like, "Oh, hi. I haven't lifted weights since high school." And I said, "Would you like to lift?" And she said, "Yeah, I would. I just I don't know where to start. And I get intimidated by all the bros at the gym, and I don't know how to use the machine," and I'm like, "Well, now's a great time to start at home." And she's like, "Yeah, I want to, but I don't really feel like it. I want to, but I don't really feel like it."

JEN

That's another thing that you talk about a lot. That was such an amazing lightbulb moment for me to learn is that we can't wait until we feel motivated.

ANNIE

No, well, that's another way that we overthink it. Because it's like, we're waiting for this motivation to strike us, like lightning from the sky. And then we'll go do the thing that we've been thinking about for six hours. And we're over here like, "You can actually do the thing. And that will result in the emotion you were craving all along." So even a small workout, some small action, when you're stuck in this overthinking phase, a small action could be enough to get you going, to stimulate the emotion that you want from the action that you took. And then it keeps you going. And that's how you build habits, essentially.

JEN

Yeah, and that's that whole, an object in motion stays in motion, right? Just get the ball rolling. And it will keep rolling

ANNIE

Over thinkers will think until they're like blue in the face. And then it's 9pm. And you're like, "What did I do all day?"

JEN
Yes.

ANNIE
[Laughs] Another day is gone.

JEN
Yes. So what do we do about this? If we're over thinkers.

ANNIE
You gotta just take action.

JEN
You do, and you have to call it out. So, you have to call out, you're doing that thing that you say you don't want to do anymore.

ANNIE
Yeah. You actually asked me a couple days ago, what would you tell her? What do you want your girlfriends to know? Like, we were trying to come up with a title for a project and you were like, what would you tell a girlfriend and I was like, stop overthinking. You're doing, you're doing it, like stop. Just stop it. [Laughs]

JEN
Stop it. And this is when tough love really helps. Right? It's like tough love isn't appropriate all the time. But in this situation, a lot of people need some tough love. Momming. Like, get your butt out to the car. We're going to soccer.

ANNIE
Yes. [Laughs]

JEN
Just do it. Yeah. I have this visualization I do sometimes when I feel myself overthinking, I think about my brain as this tabletop that's just cluttered with crap. And those are all my thoughts. And then I just visualize taking my hand and sweeping all the crap onto the floor.

ANNIE
Sounds satisfying.

JEN
It is. And then I can do the thing. And that's me going, like, just enough.

ANNIE
Yeah, and you have to like, trust. Again, this goes back into other concepts that we've talked about. You're going to mess up, you're not going to do it perfectly. You don't need to know it all

to begin, you know, people are so stuck in "I want an exercise habit, but I don't know how to do this." And I'm like, "Do you know how to take a walk? Can you start there? Can you start with a warm up? Can you start with one set of 10 repetitions? Can you can you give me five minutes?" Like, that is enough. And I would be willing to bet that once you wipe down the counters on the bathroom sink that you also then move to the toilet and then maybe the mirror and then you add more toilet paper or grab the towels from the floor or whatever. You know, it's just, you just have to get that ball going. You just have to start. And Mel Robbins talks about that too with her...What is it, five seconds?

JEN

Is it five seconds or three seconds?

ANNIE

It's a very short time.

JEN

It's basically a countdown and then you do it.

ANNIE

Yeah. Because if you wait any longer than that, like, all these other thoughts, no room to clutter your table, right, Jen? [Laughs]

JEN

Yes.

ANNIE

And then you lose sight of it. So you just you have to take action. Just, you gotta stop thinking and start doing.

JEN

Yes. And it's a habit. And it can become a habit. Taking action in itself can become your habit.

ANNIE

That's why we preach habits, because then you're not relying on motivation and willpower and perfect circumstances, right, that you're able to take action even when you don't feel like it and when you don't have perfect circumstances. Okay, mindset number three: you are discomfort avoidant.

JEN

Yeah. And this includes being unwilling to fail because failure is so uncomfortable for you because you have such an unhealthy relationship with failure. So, very normal for human beings to want to avoid discomfort, and I kind of think about it like taking my kids to the lake and jumping off the dock into the water, knowing the water is cold and it's going to be uncomfortable. And it seems like the older we get, the more discomfort avoidant we can become and kids can -

some kids, when I was a kid, I wouldn't even do it. Kids can jump into the water, they're excited. They know it's gonna be cold and uncomfortable, but they're just pumped for the experience. And then but mom and dad are not, they're standing there on the dock like, "No way, I'm not getting into that cold water." In fact, I did that last summer, we were boating actually, and we were on the lake and everyone jumped in to cool off and I was like, "No way it's too cold." That's discomfort avoidant. And some people might be like, they avoid physical discomfort, so like me, not wanting to get into cold water, or it could show up in they avoid workouts because of that physical discomfort of how hard a workout is or not knowing what you're doing in the workout and feeling uncomfortable with that. You know, moves might feel foreign when you first do them. But then there's also like the the emotional and mental discomfort that is far more common that people want to avoid. And when we are feeling emotional discomfort, we try to get rid of those feelings as quickly as possible to get back into our comfort zone. Which feels very safe and secure. And so just a visual for that is coming up out of that cold water and grabbing a towel as fast as you can, and trying to warm back up as quickly as you can. And so we see this showing up all the time in our program and coaching and that is people who are very resistant during coaching sessions. They actually don't want to consider all the options available to them. And then on more extreme, and of people who are discomfort avoidant is they avoid coaching altogether, or they ghost their coach. Because they are just, they're uncomfortable and they're not willing to have these kinds of harder conversations of why they're not doing the thing they said they were going to do.

ANNIE

Yeah, we know that that's where like the juicy stuff happens.

JEN

That's where all the all the magic happens is in that outside of that comfort zone.

ANNIE

Yeah, my cheesy lifting analogy is that it takes resistance in the weight room to get stronger. And it's no different when you're looking at managing your thoughts, getting coached, you're gonna have to put up some uncomfortable, some resistance, so to speak, to build strength, to build resiliency, to grow.

JEN

Yes, mental strength and resiliency. Yeah.

ANNIE

And you can't do that by staying cozy all the time.

JEN

You can't, and again, back to the lifting analogy, what feels heavy for you initially to have to deal with mentally in a month or two months or three months' time, that will feel very light, that can feel very light and easy. Because the uncomfortable has become comfortable, or you've gotten, what is it, you've gotten more comfortable tolerating discomfort.

ANNIE

Yes. Which is, again, where the where the magic lies. You know, I think another way that comes up, that discomfort avoidant for me personally is emotional eating, drinking, shopping as a way to buffer my emotions or to avoid my emotions like I would rather just, you know, spend 50 bucks at Sephora [laughs] than deal with my boredom, deal with my sadness, address the to do list that I really need done that's, you know been hanging over my head because those things aren't fun, and they're hard. And like, it's more fun to have a cocktail or do some online shopping.

JEN

Mm-hmm, or scroll social media for two hours or you know, we have lots of lots of different buffering habits human beings have to avoid discomfort. And the shift that needs to happen here is your thoughts around discomfort in that discomfort isn't negative, discomfort equals growth and experience. And we have to start calling ourselves out. There's a theme here in this podcast, calling yourself out. We have to start calling ourselves out when we are avoiding discomfort. And you have to acknowledge that you're avoiding conversations and experiences that will lead to your growth. And that's okay. It's okay to be discomfort avoidant. You're a normal human being, we've evolved to avoid discomfort. But we can also learn, we can learn to sit with our uncomfortable feelings. And also, please remember that coaching will be uncomfortable. So anybody who's in coaching with us right now, or anyone who's considering it, it will be uncomfortable. You're not being coached if you're not getting uncomfortable. And if you're feeling uncomfortable during your coaching sessions, it means they're working.

ANNIE

Yeah, I think you and I have experienced the benefit of being uncomfortable so frequently that we see opportunities to feel uncomfortable. We lean into it, we're like, "Okay, yes!" [Laughs]

JEN

Yes. Run straight at it. If you want to grow and you're determined and committed to grow, change, run straight at it, like, bring it on, let's do this uncomfortable thing. And then that might not happen overnight that you're running straight at it. But you can also work at increasing your discomfort tolerance a little at a time. So it's okay to tiptoe into the cold water.

ANNIE

Yeah, and I want to throw a little little asterisk behind this too, that we don't mean that you are suffering long term. We're talking about some discomfort while you're managing some beliefs around something and then eventually maybe that ebbs and flows. It's not like we're asking you to be miserable all the time.

JEN

Yeah. But your brain wants you to be comfortable. And you're, you know, we're creatures of habit. And our brain wants us to keep repeating the same patterns because that is comfortable. And anytime you're trying to, whether you're relearning a mindset, you're relearning how to

organize your thoughts you're relearning, just a health and wellness behavior, like, how to not head to the kitchen to eat when you put your kids to bed, but to do something instead, you're going to be uncomfortable because your brain is going to go "Hey, this is not what we usually do. I'm uncomfortable." But if you're willing to sit with that discomfort and work through it, that's where your success lies and it also becomes more comfortable.

ANNIE

Yeah. Okay, mindset number four: all or nothing thinkers.

JEN

I feel like we talk about this a lot in our podcast, so I don't want to spend too much time here, but it's basically people who see, this is so common even though we talk about it a lot. It's that you see the world as black and white. You're very all or nothing about things. Hardcore dieters are just, they are classic black and white, all or nothing thinkers, being on or off, restricting, binge eating, food morality. So food is either good or bad. Often, all or nothing thinking can go hand in hand with perfectionist thinking. So you've got impossibly high standards that can't be met. So you're either meeting that standard or you are not meeting it at all, you're on the other end of the spectrum. And this mindset is so detrimental to success. And I think it comes from the belief that successful people are perfect, or that they are all in and actually, successful people do, what did we learn recently with business? What Brooke Castillo talks about is B-minus work, like, successful people are actually just always moving forward imperfectly and doing B-minus work.

ANNIE

Yeah, because the B-minus work is better than work that never gets done.

JEN

Right. And then one thing you can produce once a month, that's a plus, like you're only doing that once a month instead of B-minus work every day.

ANNIE

Mm hmm. And we see women get so attached to living in these two extremes. They're either all in or all out, our antidote is all are something, that there's a lot of options in between the two that you can select from, and you get, that's that B-minus work. So you're not a plus, you're not, you're not enough. You're somewhere in the middle most of the time.

JEN

Yeah. And where I really had my aha moment was realizing that, you know, I was very all or nothing about my workouts, and I would go hard for a certain amount of time and then I would quit for weeks or months even because I couldn't sustain that. And I realized that, "Wait a sec, like, what do I ultimately want here? Like, I ultimately want to be reasonably healthy and have a reasonably reasonable level of fitness that can support me in my day to day activities of raising kids and doing the physical activities I like to do." And it was not serving me to go hard and quit and I was better off finding something I could sustain 365 days a year, even if that was a 20

minute walk, you know, every day after dinner, I would be better off in the long term than going hard on these kind of crazy workout routines for three weeks and then quitting for three months.

ANNIE

Yeah. So all or something is the antidote.

JEN

All or something. Find the middle.

ANNIE

Yeah, good stuff. Okay, mindset number five: validation or feedback dependent.

JEN

This one's really hard, and I even feel a bit guilty calling it out and I don't want it to be miscommunicated because on one hand, we have a generation of women who don't want to take up any space. And I hate that. So I don't want anyone to, and if you fear taking up space, then you might hear us talk about this and take this the wrong way. But I want all women to take up space. What I don't want to see happening for them is that they become almost dependent or addicted to validation or feedback. And so, I don't know if you're familiar with the love languages, Annie.

ANNIE

Yeah.

JEN

But words of affirmation is one of the love languages and that's okay, you like sweet nothings said to you, and that's okay. And validation or positive reinforcement can feel really good. But there is a difference between getting positive reinforcement, like good job, and then constantly have to be seeking validation from people around you for to continue your behaviors. Does this make sense?

ANNIE

Yeah, I lived my life for many years at, well, I would say the majority of my life probably the first 33 years of my life, feedback and validation dependent. So I get this.

JEN

And so people that are validation and feedback dependent, they need people to like them. They need to be praised. Sometimes they know the answer, but they need to check in with others before they will seek out that solution. Just to, almost it's like they need permission. And it's a problem, it becomes a problem when your identity is attached to this.

ANNIE

Well, in my experience, I didn't have an identity because my identity was wrapped up in what other people thought other people's experience of pain, not my own experience of me. And so

what I'm learning to do now is to check inward with me. "What do I think? What do I feel? What do I need?" Versus casting outward: "What do they think I should do? What would they like me to do? What can I do so that makes them happy?" The questions are rather, "What do I need? What would make me happy? What would support me?" And that's so freeing.

JEN

It is. It's also something coaches have to be really mindful of, because if you become a coach, you have a deep desire to help people, that's your passion, right? And so you have to be very mindful of looking for individuals who are validation or feedback dependent because they will start using their coach as the source of that validation or feedback and that can create a reliance on a coach. And that's not the point of coaching. Coaches, good coaches, are there to teach you to fish. They're there to support your autonomy, and your skill development. And that's ultimately what I want for all Balance360ers, that we can like say, "See you later" and know that they're gonna be fine.

ANNIE

See you later, but don't be a stranger. [Laughs]

JEN

Yes. [Laughs]

ANNIE

Come say hi to us every now and then.

JEN

Yeah. Yeah. So, success. People who are successful are not validation or feedback dependent. They do what they said they were going to do regardless of other people's opinions or what other people are deciding to do with their lives. And the saying that came to me when I was writing this is, if a tree falls in the forest and no one is around, does it make a sound? And you have to practice being that tree and being okay, that when you are making decisions or deciding to take action or actually take action, you don't need sound around you to know, to feel validated, that it was the right decision or that it's happening or, yeah. You can be that, you can be the silent tree.

ANNIE

Yeah, that's really hard for me.

JEN

[Laughs]

ANNIE

I like the applause, I like the claps. I like the validation.

JEN

And that's okay. I just want to stress that that's okay. Actually what we're talking about is over reliance, right, and dependence on it. It's like, it's okay to post your workouts on Instagram because you like claps or you like, you know, or whatever it is people are doing. It's like, but does your identity lie in that? Are you lost without it. Are you not even working out unless you can post it on Instagram kind of thing. [Laughs]

ANNIE

That's it. That's what I was thinking that when the applause disappears or when it's silent, are your behaviors shifting? And if they are that might be really telling, although we do joke about workouts if you didn't post it to Instagram.

JEN

Yeah, and I guess in another way that we see this show up is I get worried when we've had a client for too long. Like, it's just, and I'm not saying this is always the case, but I start to worry when we've had someone for too long, who knows the answers to their questions, but just can't let go, that are really struggling to let go of, I guess validation or seeking out feedback. And it's like, it's almost like that becomes codependency almost.

ANNIE

Yeah. Yesterday, someone said, "Well, what do you think of this XYZ choice," and our coach's response was, "What do you think?"

JEN

"What do you think of that choice?" Yeah.

ANNIE

"How do you feel about that?" Let me throw, it doesn't really matter what I think, it matters what you think. And that should be held to a higher regard than outside sources.

JEN

Yeah.

ANNIE

Yeah, good stuff. Okay. Let's see, mindset number six, we're talking about rebel syndrome. Tell me about this.

JEN

Also super common. And this is people who are resistant to healthy behaviors, because they are stuck in this rebellious mindset. And where we see it most commonly in our community is they are rebelling against diet culture. So they are resistant to maybe any kind of habit change at all. But in particular, behaviors that they may have used while they were dieting, and I've been there. So one thing, if I didn't weigh myself, I don't know, if you, I'm sure I've shared this on the podcast, I didn't weigh myself for four years, because I was just so in this rebellious mindset about like, ditching the scale throwing it out. I don't need it. And well, I do think many women

have toxic relationships with the scale, and I definitely did. And a break was definitely good for me. It came to a point where I asked myself, "If weight is just a number, why won't I step on this scale? Like, why won't I do it? Why am I so resistant to it?" Another behavior I used to use in a very toxic way is running. I was a runner and I would run myself into the ground, I would run through pain, I would run to negate calories. And I became very resistant to running or any cardio whatsoever, you know, after what I would call my recovery from diet culture, because I lived in the type of diet culture that pushed cardio so much as a way for women to be as lean as possible, like, "Don't lift weights, you don't want to be big, you want to do cardio." So my rebellion was, all I was doing was lifting, and thinking about getting bigger and maybe beefier. And I was not doing any running. I wasn't doing any cardio at all, actually. And I got the urge to run one day. And I'm like, "Where's this coming from? You hate running." And I also realized that I was getting very winded, just walking up the hill from my kids school. And like, I was really, actually my endurance was really suffering. And there were elements of running that I was missing, like, just, the quiet, the one foot in front of the other and just clearing my mind. Like, running for me, the positives of it for me was, it felt very easy. I didn't have to think much about it. I just left my house and went, I could just kind of zone out. And I know a lot of people feel that way about, you know, lifting weights or whatever else. I feel like lifting weights takes me a little bit more energy. And I just kind of missed that about running. And I realized I'd been in rebellion against running. And we also see this in nutrition behaviors. So maybe there's different recipes you used when you were on your paleo or Whole 30 diet or clean eating diet that were actually really good and very healthy and meet your current goals of balance even. But you find yourself not willing or able to use those recipes anymore because they're triggering for you and you're in rebellion of those. And I had this experience on Instagram. Maybe a year ago or so where I posted my breakfast and I have an egg white omelet with vegetables and cheese and a couple people were basically trying to call me out on dieting because I was having an egg white omelet and "Why aren't you having the yolks?" And I'm like, because this is what meets my goals, like, this is not a dieting behavior for me. This is actually how I feel best. But I went through that pendulum swing, so I totally get it. I did that for months. I did ice cream all day long. I did, you know, like, and I think we've all been there and a lot of women who joined Balance365. They go there. But eventually, I guess the whole, what I want to say about this. The point is that if you go from being stuck in diet culture to being stuck in a state of rebellion, you still aren't free. And you still actually are being controlled by the diet industry. Because now you're just in rebellion of it and you're not free to make the decisions that work for you.

ANNIE

No, it's just the flip side of the coin.

JEN

Exactly.

ANNIE

I had the same experience with rice cakes. I remember growing up with young, super young, thinking that rice cakes were like a diet food. And then recently I bought caramel corn rice cakes

and I put some peanut butter on it and a banana sliced up and I was like, "This is good. Like, this is a nice little snack."

JEN
Yeah.

ANNIE
Because the rice cake is just a rice cake. It's like, how we've used it and the memories and the connotations that we have attached to running, omelets, rice cakes, and weighing yourself.

JEN
Yeah, and so many people out there want to grasp on to what dieting behaviors are, right, they're like, this is a dieting behavior and they want to be able to be tidy and they want it to be black and white, back to black and white thinking, egg whites. dieting, looking at the nutrition information of your meal, like the calories and the macros, that is dieting and exercise, you know, or certain modes of exercise or dieting. And what I want to say is that the what doesn't matter. Diet culture isn't about the what, it's about the why behind it. And if you live in a diet culture, which we, which everyone listening probably does, that's a culture that values thinness over health, right, that's a value, it's not an action. And so think about it like this. Our behaviors and the choices we have available to us are just tools in a toolbox. You can take a tool out, and you can use it to build a beautiful home or a beautiful life. Or you can use that tool to start smashing yourself in the hand with it. You can use it to hurt yourself, but that's your choice how you use that tool. And I use a lot of the same tools I used when dieting, but I'm using them to build a beautiful home now because this is what actually feels really good for me now, that I am in touch with my body and I don't have these crazy fat phobic beliefs running through my head all day long. I do just want to be healthy. I can use these tools, these same tools in a positive manner because my why has changed.

ANNIE
That's a good analogy.

JEN
Yeah. And I had, I actually had a talk with a Balance365er the other day when I was coaching her about this mindset, and she realized, wow, she is totally in this mindset. And has been for years in that. She always says yes to cake because of the years and years and years that she went without having cake at her own kids' birthday parties saying no. And now she's like, now I always say yes, no matter what I say yes. Because I am not doing that again, without stopping to check in, if that's what she really wants, right? So like, that's not a free woman.

ANNIE
Josh Hillis said that too on our emotional eating podcast, he said, if you're always or never selecting something, you're not in autonomy. So if you find yourself, I always do this, you know, or I never do this. They're either rebelling or they're tied up, right?

JEN

Yeah. And so we have to have this shift of like, what do you really want? Do you want to be in rebellion? Or do you want to be free? And again, like with all the other mindsets, we have to learn to call ourselves out on them and come back to like, but what do I really want in this moment? Like what is ultimately tied to this higher or future version of myself that I'm becoming? And sometimes that's saying no to the cake, and sometimes that's saying yes, and on that note, that's all how we get out of restriction, right? So we could do a whole podcast on this too, like, what is restriction? And people feel like if I ever say no to something that must be restriction. Restriction is when you actually want something, but you're saying no to it. Right? Like, if you're saying no to something because you don't want it. That's not restriction.

ANNIE

Right. Yeah, we really should do a whole podcast on because I am having some additional thoughts following you, but we need to get to point number seven. And that is, lovingly, you're not coachable.

JEN

Yeah. And I feel like just asking people this sometimes, and you know what, I might start, I might just say, "Are you feeling coachable right now?"

ANNIE

Are you open to coaching?

JEN

Yes. Are you open to coaching, and that actually means, "Are you open to feedback, or are you open to constructive criticism? Are you open to feeling a little uncomfortable or even triggered right now?" And that's okay if the answer is no, but it's a waste of my time. And it's a waste of that person's time. If they are, if they aren't coachable, and sometimes not being coachable as a whole personality, like that's how someone will live their whole lives. And it's often rooted in their egos. And they're very defensive people, they anger very easily. They take everything personally or make it about them. They are unwilling to look at their own performance and where they could have done better. And that's a huge problem for people who desire success because you will not find success if you are not coachable. You will not make progress. If you are not coachable, coachable people, they want to commit and they desire to learn.

ANNIE

Yeah .And you might be a coachable person, but have moments where you're not coachable.

JEN

Yes, and that's okay, too. But again, like everything else, you can call that out, right? You can go, "Oh, I'm doing that thing like I'm closing myself off from discomfort. I am not being coachable right now." And you can shift, or you can accept that you can say like, "I'm not in a place to be coached right now."

ANNIE

I can think of multiple...Not multiple. It's not like a ton, but I can think of two conversations where you and I have actually talked about some items where I think I've said in more or less words, "I am feeling really frustrated. I just need to think on this." Because I knew that I was just like, I was...Wall it up like, yeah. And it wasn't helpful to either one of us to continue a conversation where it wasn't actually listening. I wasn't, you know, and to just own that, like, "I'm doing that thing." So I need to just take a breather, like, step outside, check myself. And almost always, I'm able, not to toot my own horn, I'm able to calm down and be like, "Okay, just like settle down, right? This isn't personal." The bigger picture, zoom out, check your ego.

JEN

Yeah. And this can be like, when I say you're not coachable, the traits of a person who's not coachable could show up when I'm trying to coach them. It can show up when they're in marriage counseling with their partner and their marriage counselor is trying to kind of call them on things or call them up to be better and they get really triggered and defensive and storm out of marriage counseling. This can show up in their friendships where they have a friend that tries to, again, call them out. And they storm out of that friendship and never talk to that person again, like, this can be a whole personality. And even as I'm talking, I'm sure people are going "Wow, I know somebody like that" or, "maybe it's me." And we all have a lot of work to do on our egos, like you and I, even in the last six years have talked, our egos have come up, you know, where we've had to talk about, "Is this an ego thing? You know? Am I open to being wrong here?"

ANNIE

It's not like, I mean, I'll speak for myself when I'm feeling that type of way. It's often because the feelings that are coming coming up for me are shame. I feel silly. I feel stupid for asking these questions or not thinking of these answers or not thinking of that solution. I am frustrated with my own self.

JEN

Yeah, I should know this.

ANNIE

Yeah.

JEN

Or this person that I'm standing in front of or being coached by. I admire them so much, and I don't want them to think less of me.

ANNIE

Yeah, and so it's not like you're just a jerk who doesn't want to grow. It's like, you just might have some resistance.

JEN

Yeah, it's usually armor, I would say, like, your ego really is just armor to kind of protect what's underneath there.

ANNIE

Yeah, and that requires vulnerability to say like, you know, I'm like, I'm feeling really frustrated with myself. It's not you. It's me, I feel XYZ, you know, whatever, to just again, call it out and own it, and then you can move forward. But really, if you're, as we said earlier if you're feeling defensive, or like a little angry or a little like, that's close to home. [Laughs] Like, go, keep going.

JEN

Keep going!

ANNIE

Keep going.

JEN

Keep going. Yeah, so should we summarize?

ANNIE

Let's do it.

JEN

So again, these are seven mindsets that Annie and I want to say, cut the crap. Seven mindsets we see over and over and over and we want you all to grow. That's why we want you to work through these mindsets. We want you all to get the results that you want to get in your life. That's why we want you to work through these mindsets, not because we want you to feel like a horrible person. Number one is victim mindset. And that is basically seeking out suffering through a focus on powerlessness. Number two is overthinking and that is when you are all talk or all thought with no action. And we don't want your life to pass you by without taking action. We want you to learn to get in the habit of just doing it. Number three is discomfort avoidance, which includes being unwilling to fail. And we would love for you all to build up your discomfort tolerance and learn to lean into it. Because that is where the growth happens. Number four is all or nothing thinkers which can also include perfectionist thinking. And the world is gray, it is not black and white and black and white thinkers are just, they are just not successful. We need to start learning to take consistent imperfect action towards our goals. Number five is validation or feedback dependent. So that's not to say that positive reinforcement is bad. We all enjoy it, that is when you are overly reliant on seeking validation or feedback. And when that validation and feedback doesn't exist, you might not find yourself doing those behaviors. Number six is rebel syndrome and that is people who are stuck in a state of rebellion and don't make the choices that are right for them, we see this a lot in like the anti diet culture on social media. And if you are stuck in a state of rebellion, you really are not free to make the choices that are right for you. And number seven is you are not coachable. And it just means you are not open to feedback. You easily anger, you maybe get defensive. You take things very personally. You make a lot of

things about you. And if you are not coachable, then we can't coach you and it's going to be very hard for you to find success.

ANNIE

Yes. And Jen and I shared this in the introduction, but we have, if you're listening to this in a timely manner when this podcast comes out, we have a workshop, a video series workshop.

JEN

We do and I'm really excited about it. It's gonna have a similar theme to this. It's very much a cut the crap theme. And we're going to be very real in this video series. Three parts. Yeah. And that's going down Tuesday, Wednesday, Thursday, May fifth, sixth and seventh.

ANNIE

Yeah. So if you are listening to this podcast and still can catch that, that will be inside our free group, Weight Loss Without Restriction, we would love for you to join us. I'm so excited. It's gonna be, like Jen said, cut the crap. Like, we gotta keep you moving, keep you growing, hold you accountable. And so we hope that you can join us. It's gonna be super fun.

JEN

Yes.

ANNIE

All right. Thank you, Jen.

JEN

Thanks, Annie. Talk to you soon.

ANNIE

Bye.

JEN

Bye.

ANNIE

Hey, everyone, if your mind has been blown while listening to this podcast, just wait until you work with us. Let us help you level up your health and wellness habits and your life inside of Balanced365 coaching. Head over to balance365.co to enroll in next month's coaching round.