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Your listening to the Your Next Best Step podcast, Episode number 31, with your host, Theresa Cantley, yours truly. And today we are talking about, why keeping your promises to yourself will make you successful. Stay tuned because we're getting started.

Well, hello there my amazing friends. It's so good to be here for another week, another episode of Your Next Best Step podcast. I'm so super excited to be here, I have my coffee and I'm ready to go and I'm super, super excited about this topic. But, before we get started, I just wanted to let you know that I am doing a series of classes that you can join and we're doing them every two weeks, so twice a month. I think we're going to do that for right now. We might do it once a month.

We'll kind of see how things go and I'm going to be teaching my signature, signature, signature. It is the number one strategy that you can use to build your business to create more income, more impact, and more freedom so you can live an extraordinary life. I am so super excited to be teaching this, it is something I am over-passionate about, working with restaurant owners and other local business owners to help them to grow their business.

And I am so super excited about this. The name of it is, The Restaurant Growth Formula, and if you are a restaurant owner, it's going to be super, super exciting and it's going to be super jam packed with information. I hope you can join me. If you go to theresacantley.com/restaurant-growth, you can get all the information, you can sign up and save your seat for class.

Now, onto bigger and better things. Let's talk about why it's important to keep promises to yourself as a business owner. And I wanted to talk about this because, I mean, this is something that I've actually over the years have struggled with myself and I wanted to talk about it because I've seen it a lot in other restaurant owners, business owners. And it becomes a challenge.

It becomes a challenge for a variety of reasons. And when we talk about and when I teach, what are the strongest values that you can have? That is the foundation for teams and good communication in your business. And this is something that we work on in my program, The Restaurant Business Growth Formula, when we are talking about your core values.

And the three values that are the foundation for any team is responsibility, integrity, and commitment. Okay? And the thing that I always run into is that people have, or they have an easier time being responsible, staying in integrity and being committed to the team, but not to themselves.

And then they can't figure out why they get so frustrated with the team, with results, with everything that's happening in the business. Okay? Or even frustrated with employees. They are frustrated with their job and what they're doing, they can't figure out why this is happening. And I hear a lot of challenges with leadership, people who are on a leadership team in a restaurant. People who own a restaurant or own a business, they're overworked, they're overwhelmed, the made the business feels so complex. It feels heavy, it feels hard and they're not really sure what to do next.

And what happens when we talk about this? The number one question I ask is, well, when did it feel easy? When did it feel good? When were you not overworked? And inevitably what it comes back to is, when they had clarity on what they were doing, what their priorities were and where they wanted to go in the future.

And when we lose that clarity and typically that clarity what I found is, when you are moving along and you get to a certain level and things get busier. Or there's a hiccup in the business where you have staff that leaves, you have a manager that has left and people go just right into reactive mode, they lose their focus, they get super frustrated and they lose that GPS, which is the vision.

And those core values go out the drain, go down the drain as it relates to staying in integrity, staying responsible and staying committed to yourself, what you have promised to yourself. Because people go right into it, and I've seen this a lot with business owners. When you have management who is not stepping up, okay? Or not doing what they're supposed to do, or events happen in the business, you have, like I said, you have staff that quit. You have staff that gets sick, you have people that don't show up. You have people that don't work out.

Something happens and immediately the gut reaction is to completely let go of what is priority for you as the visionary in the business, what is priority for you and the responsibility that you have to the team. And what you want to do is you want to just take on responsibility for everybody. You do people's tasks, you overwork yourself, you do things that you don't normally do.

Instead of focusing, refocusing, bringing in the team back together and coming up with a new plan. Because here's the deal. When we can keep our promises to ourself, we have a lot more clarity, and clarity equals power. Clarity equals knowledge. Clarity equals strength. When we can keep our promises to ourself, we are way better at helping others than if we completely let go of that and just jump right in and completely forget about ourselves.

And when we also keep our promises to ourself, we also can keep that freedom. I work with a client and they went through this. And the person who runs the restaurant, they had a series of events happen with employees and just stuff that was happening in the business, and some mistakes that were made. What ended up happening is this person who runs the restaurant ended up not taking time off, her normal time off. Not filling in for people, promising people things that she really shouldn't have.

Then what happened was, she got super frustrated and not focused. She went back to being completely reactive, and then guess what happens? She's overworked, she's overwhelmed and everything feels hard. And what also happens is those things occur because, when we don't keep those promises that we have to ourself and when I say promises, we're not committed. We lose commitment to ourselves. Like I said, we lose that integrity to ourselves.

If we say we're going to do something, we do it. And we lose that responsibility that we have to ourselves for self-care, for our vision, for the things that we want to do. And then we focus on what everybody else wants and then that doesn't work. And what is behind all of that is, you probably guessed it, a big giant F word, fear. It's fear.

And in that situation with her, she went back to this limiting belief. It came back up because obviously, she hasn't completely let it go yet, but it came back up. And limiting beliefs, they come back up and they resurface when certain things happen, okay? But the limiting belief that was coming back up for her and the fear was, is that if she's not there all the time and the person that is solely responsible for saving the day, people are going to think she doesn't know what she's doing and that she's a horrible leader.

What did she do when all these problems happened? She took over people's jobs, she was calling employees to remind them to come into work on time, people who were always showing up late. She was killing herself, instead of stopping and resetting the focus for the management team and holding that commitment that she had to herself, that she is a good leader and she needs to stay in the realm of moving that vision forward.

Yes, it's not a bad thing to get into the trenches with people and be able to work right alongside them, but not at the detriment of yourself. And I know this to be true because I've done it myself. And you can say that this comes from people pleasing. And being a recovering people pleaser, you're telling people and this is what happens when we lose that commitment, that integrity, that responsibility to ourselves and we're trying to please everybody. And we're we're saying, and like I said, it comes from a place of fear and we're letting those limiting beliefs drive our actions.

What ends up happening is that we're lying to ourselves and we're lying to the people that are around us. Because when people say, "Are you okay with things?" You're really not okay with it, you just keep saying, "Oh no, I'm good, I'm good, I'm good." What happens is that, again, we lose our focus, we get frustrated. Things feel heavy, things feel complicated. We burn out all because we stopped keeping the promise that we have to ourself.

And when we keep the promises we have to ourself, we can keep those promises that we have to other people. We can also learn how to say no to things that we know are not right. Because if we're saying yes to everything, if we're saying, yes, I'm going to cover this, yes, I'm going to do this. Yes, I'm going to do this. We're saying no to other things and we don't realize it in the moment, but those things can become extremely destructive to the business, to ourselves, to the team, to the employees, to the customers.

Because if we don't have the energy that we need because we're overworking ourselves, if we don't have the energy that we need, we can't be a good leader. If we don't have the energy that we need, we can't serve our customers and our community the way that we need to, because we've used all that energy to absorb everything else. And in some extreme cases we end up taking on the responsibility of others, which that doesn't help either. It doesn't help them and it doesn't help us.

When we can keep our vision in the forefront and we can make sure that we are not absorbing things from others just because we think that's what's going to fix the problem, that's when we can achieve more. Even in the face of things not working out or things happening in the business, struggles and unexpected events. When we can keep those promises to ourself no matter what, and then we can keep promises to other people, that's how we can, like I said, we can have clarity.

We can make things simple, simplify to amplify and obviously profits, more profitable, more income. People are happier people are empowered, people connect more. But when we lose that focus on what we need to do to keep an integrity with ourselves, that's the foundation for everything. Because, and we're going to get a little woo here for a second, but what ends up happening is when we don't do that, our identity turns into someone who is always doing things for other people. Someone who can't get ahead, someone who's a doormat. And then what happens, you could see how the fear just starts to tumble and it starts to shift the beliefs that we have about ourselves.

People might say, well, that sounds selfish. No, it's not selfish. It's not selfish at all. It's actually selfish if we continue to just take on everybody's stuff and try and please everybody, that's actually selfish. It's not selfish to keep those promises and that commitment, and that responsibility and the integrity we have to ourselves first so that we can give it to other people.

It's almost like we have to protect our own hearts, we can keep it wide open. You can fix problems a lot faster when everybody is doing that. You can achieve more, teams can achieve more when everybody is doing that and everybody is doing what they need to do. You are not responsible for all the problems in everybody's life. You are not responsible for all the train wrecks and things that happen, you're not responsible for that.

And when we try and take it on, because we're a people pleaser and this was me, I did this all the time. I wore a badge of honor that I was the fixer and I could fix anything, and I could fix everyone until I couldn't. I wore that like a badge of honor. I thought that was great, but what I didn't realize is that I was putting my vision, my goals, my dreams, my own team on the back burner and forgetting about that. Because I was trying to fix everybody else, so I could show everybody else that I can do this, I can fix it.

And what that also does is that it robs people of the lessons that they need to learn. We are solely being responsible for everybody else and we're not keeping that responsibility to ourself. And when we think that we're just going to fix everything and do everything and we go back into our shell of fear, we rob the lessons that the people around us need to learn. And part of that is for them taking responsibility for themselves and their mistakes, and the things that they didn't do.

I have one client who has somebody on their management team who, he's a yes man. He is like, "Yep, yep, I got it. Yes, that's a great idea." And then that's where it stops. That's where it stops. But he's the first person that will take on, if somebody's not around, he'll cover a shift. He'll do front of the house, back of the house or expedite, whatever. But when it comes to the things that he has said he will do to move the business forward, he falls short. What does that do? It puts more pressure on everybody else, right?

The more... Well, and here's the other thing. It's easier when we are responsible to everybody else and we're not responsible to ourselves. When we're responsible to ourselves, that means we have to face ourselves, which for some people can be the biggest opponent. But, and the reason why people don't want to do that and don't want to hold themselves responsible and keep the promises that they have to themselves, is because it's easier for them to stay in the discomfort than it is for them to change for a better future.

It was easier for me, it was easier to continue to do the work for my clients and to push, and push and push, and push than it was to stay true to my own vision and my team, my mission so I could help more people. And until I learned and really had to really connect back to myself and hold myself in integrity. And if I say I'm going to get something done, I'm going to get it done because that's how I can help more people. That's how I can make an even bigger impact. That's how I can make a difference in this world.

And that's how you can too. When you hold yourself, you keep your promises to yourself, the things that you say you're going to do. That's how you can make real change in this world. That's how you can become an iconic business. That's how you can build the personal freedom that you crave into your

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business, into your life. And that's how you can really own your destiny. You can own your future instead of just owning your business.

Anyway, I hope this helped you. Thank you for joining me for another episode, and until next week, have a great rest of your week and take care.