

Hello there, my friends. I hope you have turned off all your distractions, and maybe you have your earphones on. Earphones, listen to me, going back to the eighties. Maybe you have your earbuds in, maybe you have your noise canceling earphones on, or maybe you're just sitting there listening to this with a cup of coffee. But I wanted to talk a little bit about my ... A story, about what I came to the realization about recently after adopting two new puppies.

But I, in case this is your first time listening, my name is Teresa Cantley, and I am a business growth strategist and a resilience specialist. And I work with local business owners to help them to build their wealth, and their impact, and their resilience into their business. And I wanted to talk a little bit today. Because I had to give myself some tough love, and maybe you need this tough love too.

But once I tell this story, maybe you can relate to the experience that I've been going through. And part of this started, actually, back last week when I had to help a client have some ... Do some reviews, and do some performance reviews, and have some really difficult conversations with people. And with some of their team members. And as I was listening, I was thinking to myself, when we have difficulties in our business, or when we have difficulties with our team members, we always look for ways to improve them.

We always look for ways of, how can I get them to do their job? Or, how can I get them to do a better job? Or, they're not doing what they're supposed to do. What do I do, or do I need to get rid of them? I've had these conversations with people.

But in reality, what I believe, and what I've talked to many of my clients about, including what I had to do last week, is that when something isn't necessarily going right, it doesn't necessarily mean that it's the other party, especially team members. Many times we need to look at ourselves and be honest with ourselves as far as, how are we showing up? How are we leading?

Are we leading, or are we just managing tasks? Or do we have this idea of how things are supposed to run? And when we're looking at a situation and we say, "This isn't how I thought it was going to be," or, "They're not performing the way that I thought that they would perform." We get disappointed, right?

I had these conversations last week with my client and many of their, actually all of their leadership team. And having these conversations about things that weren't necessarily going right, and things that needed to improve. Okay? And one of the biggest things that came up is the ability to have patience, particularly when people are learning new tasks. And I know it's really hard because we hire somebody, let's say we hire somebody in a leadership position, or we hire somebody who we believe has a lot of experience, and we think they need to be performing at a higher level than maybe they are right now.

And we look at it and we say, "How can I make them better?" Or, "This situation isn't the way that I thought it should be. What do I need to do to fix it?" Right? But in reality, as I said, we need to look at ourselves and say, "Am I showing up the right way as a leader? Am I showing up, or am I being a leader who is being nurturing and cultivating their talent and not pushing it away? Or am I being a leader that is helping people to rise to their highest level? Or am I holding people back because I'm afraid of facing my own self and maybe what I haven't done right." Okay. Or, "Maybe it's because of an insecurity that I have."

So I went through these conversations last week, and over the weekend my husband and I decided to rescue two sister puppies. Two sister puppies that were supposed to be going to, or were at a kill shelter on the list to be euthanized.

These puppies are the sweetest puppies. And when I originally said to my husband, "I think we should do this." And we saw that they were sisters. And we were like, "Well, we can't really separate them. We

should probably go ahead and get both." I had this grand idea in my mind that ... What it was supposed to be like, or what they were going to be like.

And of course, things don't necessarily turn out that way, right? But what we don't realize is they turn out the way that they're supposed to turn out, and they turn out the exact right way. So we get these puppies, we bring them home, and I just started to think to myself, "Oh my gosh, what have we done? What have we done? And holy mackerel, did we do something really bad?" And what I've been learning with them is that, first of all, as it relates back to my discussions that I was having last week is that, number one, we need to focus on patience and progress, not necessarily perfection.

And so often we want things to be perfect. We want a situation to be perfect. We want people to be perfect. We want everything right to go perfect. And in reality, it doesn't work that way. Right? In reality, things aren't going to be perfect. There are going to be challenges. There are going to be things that make us uncomfortable. But as long as we focus, whether it's trying to get a team member to do a new job, or a new task, or have a new role responsibility, we need to focus on patience.

Having patience with them so that they can learn new things. And we can guide them and teach them along the way. As well as, not necessarily that things are going to be perfect, but that we're going to have progress. That there is going to be progress made, and along the way towards growth, right?

And that you're constantly growing, and changing, and improving, and things are consistently getting better. So one of the things that we can focus on in our business, as I've been focusing on with these puppies, is it's more about progress and having patience. And I realized ... I always thought I was a very patient person. And what I realized is that I had this idea in my head of what it would be like to get a puppy.

Because I've always, since I met my husband 21 years ago, I've always wanted to have dogs. And we just never did because we were traveling a lot or whatever, and realized that I needed to have more patience. That things come into my life and I try so hard to control. Just like I'm seeing many leaders, they try so hard to control what's happening in their business, that you lose control.

So the more I try to control the situation, or the more I try to control and have everything so super structured in my life, the more things started to get out of control. Which I'm sure a lot of you may be experiencing. So sometimes you just need to just let go and say, "You know what? Things will be as they will be. And the best thing that I can do is show up as an amazing leader."

Show up as a leader that is going to hold that space for people to make mistakes. Hold that space for people to really face a limiting belief that they may have had for a very, very long time. To hold that space so that they can get through that limiting belief, get to the other side of it, and have some kind of breakthrough that makes them a better manager and a better employee. A better puppy.

The second thing is that we also need to be honest with ourselves as to where we are. Where we are, and what we want, and what we need to do to get there. And so often we want to just say, "Oh, well, I thought that things were going to be this way." When they don't go the way that we want them to, then we get frustrated. Right? And when we are honest with ourselves about, maybe our expectations as to what we thought things should be, and honest with ourselves that, you know what, this is going to be a little uncomfortable. Whatever I'm doing to grow, or change, or nurture people, or do something different, bring something different into your life, it's going to feel uncomfortable.

And most people don't want to go in that direction. They want to do what's comfortable, and believe it or not, they like to stay in that feeling of frustration, because that's comfortable for them. Weird, right?

So for me, one of the things that I realized is that, since COVID, I have been just focusing so heavily on helping my customers and helping other businesses to grow and survive. And so ultimately they can

thrive, that what I ended up doing is, I didn't give myself enough space to relax and to just enjoy the summer, enjoy life, and just be. So what I ended up doing is building this uber-structured routine so that when these puppies came in, it altered that routine, and it was like, whoa.

So it's the same thing in our business. We need to be honest and be willing to be honest with ourself. Because if we're not honest with ourself as far as what we want, or even what we're struggling with, or where we're falling short, or where we need to improve, how can we be honest with anybody else? Right?

The more we can get uncomfortable, to really understand what it is that we want and what we're looking for, and to realize that maybe if things aren't perfect, that's okay, because they are the way that they should be, or that they're supposed to be, and that they're really more amazing than what we believe they are.

If you are experiencing some frustration in your business with people or things not going the right way, maybe stop and ask yourself, "Okay, Where am I not being honest with myself? Where am I not showing up?" Maybe you are trying to control things. Maybe you are trying to push success, and forced success, and success is ending up pushing back at you. And just asking yourself, what do I want things to be? What is it that I want for my business, and for my life, and for my lifestyle?

And then, where am I maybe putting some blocks in there? Where am I blocking other people from growing? Where am I maybe blocking my own growth? And go from that place. Because, again, when we have these uber-structured ways of thinking, or we have these uber-structured routines, daily routines, and I'm all about having a daily routine. But when it gets to the point where it starts hindering our growth because we get uncomfortable when new things come in, we get uncomfortable and we push back at it, we make a decision to improve our life.

Now, all of a sudden, we're starting to think maybe that was the mistake, because now it's changing my life, and we're so focused on it's changing my life that we don't see the goodness that's actually coming in. Or, we don't see the goodness that's coming into our business. It's a new offer or a new thing that we're doing. A new menu item, or a new way. A lot of people need to, a lot of restaurants have to focus in a completely new way than they were doing before. And it feels uncomfortable.

And instead of fighting it, they try and control it. They try and control what's happening. But maybe letting things happen as they should, and realizing that, okay, we're just going to take little steps of progress every day. It's not going to be perfect, but we're going to do it. And things will end up, I know things will end up working out. And you know what, may not look the way that we want it to look, and it may not be this big grand huge thing, but, inevitably it is going to move us closer to what it is that we really want.

And I think for myself, one of the lessons that I'm still learning lessons, and I'm learning lessons every day. But one of the lessons that I've learned, or I've learned over the past couple of days, the past 48 hours, is that whole lesson of letting go. And that whole lesson of not trying to control every part of my day. And not trying to control everything that's happening. Because I didn't realize that I was starting to get to that point where I was so, just focused on making things better, that I really forgot about, I make things better by just being me, and just showing up as me. And not trying to force stuff out there.

So if you're feeling the same, I don't know, maybe you are, maybe this is something that you needed to hear, think of these three things. Is that number one, focusing on progress and patience versus perfection. Because nothing is perfect in life. Absolutely nothing. People aren't perfect. Situations aren't perfect. Programs aren't perfect. Circumstances aren't perfect.

But if we focus on the progress that we're making, even if it's a little tiny, tiny progress, it's still progress. And at the same time, being patient with ourselves and with others around us ... Because the more

we're patient with ourselves, the more we can be patient with others, which in turn helps them to grow and get through some of the struggles that maybe they're going through, so they can do the things that they need to do in our business, and let them rise to their highest potential.

And number two, being honest with ourselves that no matter how uncomfortable it feels, that maybe we weren't necessarily showing up the way that we should show up. Maybe we, and we're all human, we all make mistakes, but maybe we weren't showing up the way that we needed to show up. And maybe we were being too hard on ourselves. Maybe we were being too hard on others.

But the more we can really be honest with ourselves, and be willing to step into that discomfort, and get out of that uber-structure, the more we can grow, and rise up, and help others to rise. And the third thing is, is that we think that things are supposed to be a certain way. They're to look a certain way. Or we get this idea in our head of what we think our life should be like. And when it doesn't necessarily look that way, when our business doesn't look the way that we think it should look, or our results don't look the way that we think they should look, then we get frustrated and we want to quit. We want to give up. We get overwhelmed.

Instead of just looking at how things are, because how things are is exactly how they're supposed to be. But looking at how things are, and being happy with how things are right now. And it's so, it's easier said than done. Believe me, I totally understand. But with everything coming our way, and all of the ups and downs that just go along with being an entrepreneur to begin with, and being a small business owner, the more we can step into the idea of, you know what? I am just going to accept how things are, and I am going to focus on progress, and I am going to focus on where I want to go.

But at the same time, be happy with what's happening now. The more we open up that space for more positive things to come through, the more we focus on that and we show up that way, the more we get people to really step into that same concept. To have people understand, I mean, I heard a lot last week during these conversations with my client that just throwing around, "We need to survive. We need to survive. We need to survive."

And it was like, where is this coming from? Well, it was coming from one of the leaders in the business just trying to control absolutely everything. And they were doing it out of the necessity of what they needed to do. But at the same time, that idea of, this is how things need to be, and trying to just control and push everything through the system. Instead of just saying, "You know what? I am happy with the way that things are. People are working together. We have customers coming in, and we, we're just going to continue to make progress, and we're going to continue to move forward. It's not going to happen overnight. We're just going to continue."

So if you're feeling, like I said, if you're feeling like you've just been pushing stuff through, and maybe feeling frustrated because stuff isn't happening fast enough in your business, or things are different and you're not quite sure how to handle, because things are different. Try and focus on these three things.

And I can say for myself, every day is a learning process. Every single day. And God bless my husband for being such a big support. But here's the thing, is that we don't know what's going to happen tomorrow. We don't know what's going to happen minute-by-minute. So if we can focus on what it is that we want and taking small steps to get there, to move us forward for ourselves, for the people that work for us, the more we're going to start seeing positive changes. Positive, progressive changes. Instead of resistance from everything.

And I know the more that we do this, the more we're going to be able to achieve the things that we want to achieve right now. Which are, in turn, going to make things better and make the world better.

So I hope these lessons from me adopting two puppies, who are sleeping right now at my feet, will help you. And I hope that you join me here next week. And I hope you also join me here on, or join me on

Instagram. I'm going to be going live a couple of times a week, and just giving some more motivational and inspirational things that you can do to build more, to build wealth and resilience and impact into your business.

And we do that by creating a inclusive, diverse culture that makes people happy, and is healthy, and a wealthy environment, as well as an experience that differentiates you from everyone else, and a strategy that helps you to get there one small step at a time. I hope you join me on Instagram. And again, I hope to see you here next week. And until then, have a great week. And I will see you soon.