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Transcript:

(00:06) Donnie Welcome to our podcast thank you um a little background so I actually went to Donnie's house on Friday I was like what day was that what are days on Friday and got to experience what we're going to be talking about and so life-changing um so

(00:55) I'll just turn it over to you if you want to give a little intro about who you are and then we'll dive into the meat of of what you teach okay so I am a I am a many things but I do uh I call myself a human nature specialist because human nature is what I have been studying since I was a small child and you know just always with the burning question of why do we do what we do that's my lifelong question and has really led me to where I am currently as far as my background years and years and years of study of every

(01:38) kind between obviously books and podcasts once they became available but also trainings all over the world and different types of things like a two-year training to be a relationship coach working with couples um my own life experiences and then as we'll get into today discovering innate drivers in 2009 I was already coaching at the time so I've been working with PE individuals couples families groups corporations for 22 years almost 23 so this is not like I'm not a newbie right I'm not a dabbler

(02:16) I'm an obsessive person who is so unbelievably fascinated by human beings uh both on an individual and Collective level so yeah human nature specialist I don't know expert I don't know if you ever can really be an expert in human nature but let's call me a human nature specialist and so I have a plan when I have done 10,000 sessions to write a book called 10,000 sessions which with what I've learned so I sort of keep track of my sessions and I'm between like 8,000 and 8,500 one-on-one sessions so it's a lot it is a lot so

(02:59) this is all I care about all I do with my time and um public speaking and Retreats and workshops but my one-on-one work is really the bread and butter of what I do and so even when you're doing couples you see them one-on-one separately they actually won't see a couple together to begin with so I will always have them come to me one-on-one because I want the real story I want the whole scoop without them trying not to hurt the other person's feelings right I'm a licensed mediator and conflict resolution specialist so uh I want to I

(03:37) normally mediate for couples who want to stay together but that's one of my first questions is are we doing this to stay together or are we trying to do some sort of like you know uh conscious uncoupling here what are we doing I need to know that right up front so I always see people individually as well that makes sense yeah so that's I mean obviously ask me any questions you have but that's who I am that's what I care about and that really that burning question of why do we do what we do has what has led to the

(04:13) work I do now that's about I would say 80% of my business is innate drivers and are you unique in that like you've you have you created that innate drivers yes yep I I discovered it and then spent thousands and thousands of hours creating and refining and honing the process of it so um I know when Josh when you came to see me on Friday I talked about the origination story and I don't want to spend all our time there but I don't know do you think it's worth me at least saying a little bit about how I

(04:54) discovered innate drivers yeah I love the I love the backstory for sure okay so the gist of it is when I'm doing public speaking sometimes I'll start with I don't mean to brag but I have completed three marriages so it's my it's my claim to fame right um so I was on my third marriage this is 2009 so I had already been coaching for about seven and a half years and it wasn't going well had a two-year-old together and then my three children from my first marriage and my then husband had called me from work

(05:33) saying you know get get the baby tended we need to talk so I knew it was serious he came home kind of blurted out I'm miserable and I want a divorce and I was really shocked that he wanted a divorce he's a certain kind of person and I honestly believed he would have never wanted a divorce right he's very much like you stick with what you start and I was very hurt and very shocked and I did the thing that sometimes we do as humans where we get defensive and in that defensive place we list our own virtues always a hilarious thing I'm

(06:14) sure it was ridiculous at the time but I was just like why would you want to divorce me I'm amazing it's according to what I care about right I am amazing so I proceeded to say things like the house is always spotless the bills are always paid I'm emotionally stable the kids are happy I'm loving blah blah blah the whole time I'm talking I'm watching him get more and more frustrated and then he finally just bursts out with I would trade everything you just said for some security and in that moment I really

(06:53) believe I was primed for that moment because here I am asking this question why do people do what they do and he here's a human being my husband telling me security is everything to me and so it was confusing to me but because we were in the middle of a crisis I didn't asked the correct question which I'll get to I asked it the next day instead I was like still in that defensive mode you guys and I was like fine I'm miserable too you can have your divorce now it's his turn to defensively list his

(07:33) virtues and they were very much about money like I make good money I have a lot of earning potential I'm good with money now I don't want to downplay that because I do value stability in certain types of ways but I did not get married for that so I was like I said to him I would trade everything you just said for some connection and now we have this this right I got married for connection he got married for security we got married for two different reasons not even consciously realizing the function we

(08:12) had assigned the other person to play by the way not an agreed upon function I never agreed to you know create security he never agreed to create connection so part of this work is looking at the fun the function we assign the people in our lives whether that's a spouse a child a parent we do it a lot with our parents no matter how old we are so here we are at this Crossroads of realizing that we have different wise right my why is connection his why is security at least part of it so the next day um after we had decided to stay

(08:55) together honestly largely for logistical reasons uh and the marriage did last another seven years after that conversation I asked the right qu question which was what do you mean by security because I I couldn't believe here was a man ready to walk away from his family over security but wouldn't that make it less secure and as I said to him I'm so confused because we have money in the bank we don't have a lot of debt we live a very like stable life and he's like yeah you're talking about

(09:33) stability I'm talking about security I need you to work a W2 job which you know was never going to happen and he basically for him I needed to understand what security meant to

him consistency um predictability was really important to him still is um and that's the thing well I'll get into how these don't change much but basically Comfort Peace of Mind th those are the things that really matter to him for me I'm a risk taker I'm an entrepreneur to the core of my being I don't care

(10:15) about um oh I know that we're going to be fine 20 years from now I believe that this realm doesn't offer certainty in that way and I've made friends with that I embrace uncertainty so there was just this sort of fundamental mismatch but on an even more fundamental level I realized I had just seen behind some kind of curtain I was like okay the fact that he was willing to leave over this and then me questioning why did I leave my other two marriages oh my word okay well I left one of the marriages over this thing and the other

(10:51) one over this thing so it's not just one thing and I started to explore at the time explore sounds way too passive I started to obsess I am like an obsessive kind of a person when it comes to what I care about and so I threw myself into the research I was calling out core values because I didn't know what to call it and core values was already a thing mostly in a business kind of setting but as I was studying none of it that none of the work I was Finding was personal enough it was largely corporate based and it didn't go deeper

(11:33) and I remember just having the thought like no these are the things you live and die for these aren't shallow these aren't you won't have this at work and this at home if autonomy for instance is a in a driver of yours you will be driven at home and at work to have that autonomy they might show up in different ways they might have a different expression but we are full beings it's so weird to me because I work a lot in the corporate world it's so interesting to me that people think oh these are a bunch of

(12:10) human beings that when they come to work now they're a different human being I'm like no your corporation is made up of human beings with emotions and needs and desires and drivers so we're very much like whole people no matter what we're doing so yeah as I really started to parse this out and put tons of work into it I started realizing the questions that get to it I started adding it to my coaching sessions I was doing at the time and then it just grew and grew and grew from there as my own drivers refined and I

(12:47) understood who I was and why I cared about the things I cared about and I started really aligning in the healthiest version of those my life changed it changed I mean really drastically changed and improved and I was like this is big this is really big and at that point I had to change the name because people thought they knew what core values meant you know so like Josh the experience I had with you on Friday you said oh yeah I've done my core values and I'm like what are they and what did you say I don't remember

(13:26) yeah yeah well then right it wasn't hitting deep enough it wasn't um integrating it wasn't changing people's lives the way that it was being done that I saw so here is the last piece of this before we kind of get into what exactly they are or whatever is as I was studying core values online I kept finding this research that showed in that they have shown people are born and die valuing the same things so obviously the expression of them shifts over time if you look at my son who's now 28 when

(14:08) he was two he wouldn't let me dress him he wouldn't let me put him in his car seat he had to get in his own car seat buckle himself up he dressed himself every day sovereignty is his number one well now in his life right he's an anarchist he he will not be micromanaged by anybody um he follows rules when they make makes sense to him he owns his own body like

very he is very much a freedom fighter so two 28 same driver obviously different Expressions has that does that make sense to both of you so yeah I just the more (14:52) that I refined it and honed it and figured out the right questions to ask and I just started seeing these huge results coming in people's lives and from that point on that so 2016 so discovered in 2009 2016 is when I just completely gave myself over to it I was like this is what I do this is my expertise this is what I'm writing the book on this is what I'm reverse engineering the process for so that I can train other people to do this in their coaching work or in their HR work or in their therapy and they

(15:30) teaching and so it's really just grown since that point so the people that we have on this podcast we ask them the question what did Society teach you would fulfill you and then they strive to do those things and at some point their body shut down or divorces or depression because it feels like societally we've been given what we should right yeah what what should drive us and to your son sovereignty doesn't fit in any corporate building or a picket fence I mean I'm sure you'll get okay yes okay

(16:26) so this is Paramount to discover individually what drives each of us a million times yes and there's so much I could say about that but here's the most important thing to know here is that absolutely we inherited what were the values principles drivers should we should value We inherited a world of that every one of us some of us more strictly than others whether that's political societal family culture religious right all of those things the thing is with your own individual innate drivers they will still have been

(17:16) showing themselves but the more restricted that you've been the more they will be in the shadow okay I'm going to give an example so even talking about someone you know who has a let's say somebody has a driver of autonomy but they live in a very controlling home where autonomy is not being granted not only will they feel extremely resentful and disconnected what I see over and over again is they create a double life right the stricter the parents the higher chance that that child's going to create a double life and they will get

(17:59) real creative with it they will create their autonomy somehow and it's probably going to get weird because they're not able to do it in the light of day in a healthy way does does that make sense so let's look at even maybe something like covid which was fascinating to see different values come out we kind of had groups of people who really valued safety and people who really valued freedom and I'm not trying to oversimplify but we we saw some of that and this I thought it was weird it got political politics have

(18:34) nothing to do with health or shouldn't in this way in my opinion because again we're driven by something but what I saw was a lot of people who really do value autonomy kind of go underground so they're sneaking to meet with their families right they're kind of doing their little underground thing to still get their autonomy but we've got a little bit of a double double life going on so someone who cares about something like that is going to do it no matter what but they can either do it in the shadow or the

(19:08) light and I do think it's extremely destructive that we expect everybody to be the same like we're all playing different games you see it right and left I see it in marriages all the time where this person is like you are so crazy and this person's like you are so boring but maybe the boring person cares about stability and maybe the crazy person cares about expansion right and so we judge each other according to our own drivers rather than going oh but I want to get curious about what does drive

(19:52) them here's this way that we can't seem to come together let's look at what's driving us and we'll get more into that with couples and create something different together but first and foremost none of this work even will help until you know your own so I mean Josh because you came to see me on Friday I'd love to hear something about and I'm sure your listeners would too something about your experience yeah um so you asked me specific questions on Behavior avors what do I like what what

(20:32) kind of problems have surfaced in my life and it feels like from all of that you were able to gather ideas and then you would say is it more like this or more like this and tell me does this one fit into this other one and so it it can be so for me my top one is peace and so in a million ways whether that means staying quiet people pleasing um yeah really really those were kind of my go-tos of just not speaking up in my effort which would be kind of in the shadow a little bit right which is not to judge you but that's where you go I'm

(21:22) not fully in my power with this but I shared with you Josh that what I see in you and what I feel in your energy is this Serenity this Tranquility this centeredness that is so delightful to be around and that's the light side of Peace how beautiful is that you're a peacemaker you create a life that is almost I want to say almost sacred in its expression and so either way you've carried about peace your whole life it's just am I in the light with it or am I in the Shadow with it and this is why I say you don't choose who you

(22:07) are you choose how true to yourself you are if you were to try to force yourself to be someone who doesn't care about peace that would be a real losing battle but you can definitely work on evolving out of the imbalanced part of it or the disempowered part of it into the powerful part of it well that's I having this download of because I'm always like I'm a I'm a recovering people pleaser I'm like trying to be better about being more assertive about things like that and it's no wonder I don't get very far

(22:46) because I need to know because that's a shadow of whatever my innate driver is right you want to know why you're doing it what is it that you're trying to get if the thing we most want we don't think is on the table we will take the imitation of it right so people pleasing is the imitation of Peace just like um codependence is the imitation of intimacy or connection and the real irony about those imitations is not only do they not satisfy and fulfill us but they actually block the real thing from coming

(23:25) in so think about you know Josh if you were to like examine that and I know that you're an introspective person you could probably think of specific times when people pleasing actually blocked you from having true peace and true lasting sustainable peace yeah I would say like 100% for me at least like all the time every time my people pleads I can feel myself being my soul being sucked out of me because it's not the solution it's not the every every um imitation is like that so one of the things I deal with because I deal with

(24:01) so many couples is Affairs infidelities and I swear to you guys almost every time it's because the person has such a deep need and desire for connection intimacy right relating full presence something along those lines this isn't to justify any of that this is to make us feel less crazy and stupid right as yeah you're saying all that it's like just like so putting glasses on it's like you can see so clearly just makes so much sense what you're saying and what you can what I can tell these

(24:38) wonderful people who are usually in a lot of pain about this is I can say so here's the thing is what we know is that having an affair although it may give you temporary connection or

the feeling of it it's not sustainable and at the end of the day is probably really threatening the connections that actually mean the most to you right so it's not a judgment it's um almost like the reality of cause and effect that we are we can now see more clearly once we're able to courageously it is courageous to get

(25:17) this clear because your whole life will kind of flash be before you as you realize what you've done how it's impact Ed you but now you understand yourself and there's great relief the day I realized why I had been divorced three times as someone who doesn't see myself as someone who would do that I just and I'm not a crier and I sobbed the relief I felt from knowing why I had done that both why I had married those men in the first place and why it it ended was so it was so liberating because then I wasn't afraid

(26:04) of doing it again and I'm now like happily Mary doesn't begin to touch what I am like I Bliss absolute and total Bliss I I joke that I'm trying to get the coined phrase fourth times a charm it hasn't caught on yet it's gonna it's gonna someday but I really Credit in drivers work for that because coming in with a full understanding of who I am and what lights me up and nourishes me and knowing what I was doing before was looking for one piece of that right and we have a tendency to make some of

(26:47) our um a lot of our choices from our first innate driver and mine is workability connection ended up being my number two so because I had had such a deep desire for workability I found men who were good providers very clean orderly um stable in in that way you know we had like again bills were paid house was spotless ignoring the other things I needed because that number one stands out so much like Josh for you with peace in trying to get peace I guarantee that you have threatened those other drivers of yours but until we know that

(27:31) we don't know how to deliberately make our choices Farm our whole selves we were discussing this after Josh's session with you about how and you probably talked about it but how it's so clear that so many people are living in like a fight or flight because they're just living in the shadow of what they don't they're not even aware of that that those drivers so that Liberation you you're talking about is just being in a rest and digest spot where we should be that should be your your happy medium it's not the word I'm

(28:11) looking for but default setting right but of course as a Humanity as a whole people we've only started tipping into the world of thriving in the last 50 years right so it makes a lot of sense that we're at it we're so good at surviving you guys look at us we're up to eight billion people so look at us killing it at surviving but being really pretty bad at thriving and flourishing and I will tell you the drivers are the key to the world of thriving and flourishing and when we align with it the consciously we can now

(29:01) create again not just the number one so in order to kind of uh demonstrate this Josh are you willing to share your number two and number three drivers as well so one number two is Discovery okay and what that kind of entails is understanding exploration experimenting learning looking for patterns research and then my third one is is love and what I have underneath that is connection facilitating making a difference presence Unity expansion belonging and vulnerability so for you if you were to choose something just from one of those any one

(29:51) of those not just from peace let's say that you were to choose a relationship because there was a lot lot of love like you're so into this person but maybe there's not a lot of peace and maybe there's not a lot of Discovery if they're rigid they are not interested in that is that going to

be sustainable if there's just love no I felt my B all these walls just went up inside me at the idea so let's change the subject so here's the example I give and I I kind of like almost feel like I have (30:31) to apologize to you Josh because because we talked for so long you've heard some of this so sorry that's fine it's great so you know Josh has already heard this but so I give the example you know I'm on a date it was probably my third or fourth date with my ex-husband and he said to me over dinner every woman I've ever been with says I'm emotionally unavailable now this is before I knew knew about innate drivers but if I had done this work and I was on a date like that and someone said that to me I would

(31:05) say this oh that's interesting for me connection is one of my top three drivers in life it's super important to me it's actually necessary for me to feel nourished so I don't think this is a match but like let's finish dinner and then I hope you have the best life and mean it right it wouldn't be personal instead because I didn't have this conscious I was like in my head I was like oo I hear a challenge I'm G to be the one he's emotionally available for uh spoiler alert I was not um

(31:42) so so I would have been able to say like I'm not just looking for workability I'm not just looking for that piece of things the order and the organization and the stableness and the ease I'm looking for connection as well for me deep conversation fully present with me there's an intimacy about the connection I crave and it's deep and then also it in generosity for instance is super important to me I don't feel connected with people who are stingy generosity reciprocity and then my third one is

(32:22) Legacy so for me my family of origin is extremely important to me I do ology I like it's largely family but it's also that ripple effect out in the world that I love to have so let's say you know someone knows it about themselves and they're on a date with someone's like I can't stand my family I don't really have any desire to get to know your family I don't really care what happens to the world after we're gone okay that's fine everyone has every right to be however they are but I would

(32:55) be able to know that won't work for me it's really powerful to own these not just to be aware of them but to accept them and align with them and fully own them so I'm curious for Hannah for you like even just talking about it so far do you start to get little inklings of what one of yours might be um the connection kind of sounds right because sometimes I crave that um and then also peace I think because of I just I I even as a kid I remember just being like I just want everyone to be happy like it's all I want in the world

(33:36) um so those two sound like they fit but who knows let's say Hannah that you and I were doing a session right and even though you don't live we don't live in the same state we'd be on Zoom doing this session if you said that to me I just want everyone in the world to be happy my first word that would come to me would be Harmony that even feels better right so peace is part of Harmony and in Josh under peace one of the words we wrote for you was Harmony but for Josh it's about the peace but for people

(34:12) who are really driven by Harmony they love the winwin they really love you when people are able to come together in a unified way and collaborate and create um they often didn't love the love knowing that in their life everyone is okay this would totally explain the people pleasing like okay is my mom okay is my sister okay is my fiance okay is everyone good now I can move on so the reason that like for Josh peace was number one is because for him when things are at peace then he is open to that Discovery piece it's not that

(35:00) peace is necessarily more meaningful to him than Discovery or love it's that it's sort of the prerequisite your first one's pretty foundational and it opens you up to the next one so what one of the energies I see in a lot of marriages and by marriage I always mean I don't care if it's legal or not any right that that real relationship between two people that's lasting and that type of thing I see one of the main issues is that they're number one is being pushed against and they don't neither person

(35:40) fully realizes what's happening but what happens when you're number one when there's not space for your number one you'll spin out in it trying so hard to complete it and satisfy it that the number two and number three go even more unconscious and you can't utilize them as the strengths that they actually are so let's say if if Josh is in a situation where peace is really hard he's having to fight for peace will be very icky feeling to fight for peace we don't for people who care about

(36:17) peace they don't want to do they don't want to fight for anything but let's say you're having to fight for peace you're going to not even have the energy for the discovery let alone the heart opening and safety for the love to fully show itself does that make sense so like if someone came to me Hannah if you and I were doing a session if Harmony ended up being your number one in the shadow of that you would not be able to fully embody your number two or number three therefore therefore having a satisfying life and tell the

(36:52) people around you we're experiencing Harmony if it was if you were in the light with it it would only need to be you who was in harmony that's powerful so the light of this work the healthy expression of this work is the best medicine I've ever seen for codependence so coming back to this idea of a married couple okay going to use me and my husband as an example so my number one's workability my husband's number one is creation so for a living he's a Creator he's a media guy that's what he does

(37:37) full-time he's brilliant at it but he also builds in you know actual real things he's constantly creating in one way or another so workability order organization creation he's a project guy you should see our garage um lots of pushing against until we understood what was going on when I realized that creation was just as important to him on a soul level as workability is to me I went to him with the most sincere and tearful apology for the times that I had blocked that for the times that I had irritatingly told him to hurry and clean

(38:24) it up or whatever and so then we started looking for ways to Solutions and so compromising is where we normally go in this case and I'm not a fan as someone who's worked with hundreds of couples and mediated and negotiated in all sorts of settings I am not a fan of compromise especially in a marriage I think it breeds resentment because a lot of times this person wants this this person wants this they both compromised now neither one of them is getting what they want right the word I love is harmonize so I'm I say to people all the

(39:06) time we're not going to compromise we're going to harmonize so when Gideon and I my husband and I sat down to harmonize it's like what can we do here that we both really are perfectly happy to do so he we created his office and the garage are his spaces so those are his creation spaces they can be messy they can be chaotic however it is he needs them to be the rest of the spaces particularly because I work from home as see clients are very workable now guess what he does with those spaces he makes things that make

(39:46) our home more workable he created things for the junk drawer he's created ambient lighting everywhere because I'm night blind so if I'm up in the night you know there's all this um

motion detector lighting he I could go on and on with what he's created to make my life more workable what a beautiful harmonization now in instead of workability and creation being at odds now they're enhancing each other I help him organize his creative spaces and it's just oh it's so good that instead of now judging each other

(40:26) and fight in over it there's such a deep understanding of what makes the other person tick because when you get judged or dismissed or mocked for what you care about most the disconnect it creates is epic and really hard to come back from and I like to because when I was just thinking about it before we got on this call one of my questions was is it do you have to have the same things as people but clearly it's it's just it's just understanding them and at least having a little bit of being willing to

(41:06) harmonize right so this is why like this is work is honestly not great for narcissists and what a narcissist will typically do with this work is weaponize it so whether that's using someone to hurt them with it by consciously withholding um or they will demand that you meet theirs which is never an appropriate use of this work this we are not trying to figure out how people can better love us we are here to be aware of how we can better love ourselves things to ourselves right very different conversation and then when you

(41:50) do have a conversation with somebody about yourself and you're communicating you're not doing it from a place of demand you're doing it from a place of request and because you're ideally so good at taking care of yourself by that point you're fine or you're fine you know if you're 90% fine and that's your default setting then you're not going to go back into that survival mode of being reactionary so really ultimately this is for you to know you and then choose to understand and have the bandwidth to

(42:30) understand another human being so you can only imagine what this could do for parent child relationships that was one of my questions too so how young have you how old is your youngest client I guess and like can you do this work when they're so young and maybe not don't even have the language so um I would say I've done the youngest um person I've done this for is eight years old and before that and she was a very precocious eight-year-old I would say what I tell my clients because they want to understand their

(43:07) children is I'm like first we're going to focus on you we're always going to focus on the person right in front of me let's get you feeling real solid with yours now after you are I ask them questions about their children so I kind of do it through the parent and then we ALS come up with questions that they could ask their children so one of the questions I love for children is when they're in some kind of a breakdown first of all observe and pay attention what created that breakdown you know and then after

(43:42) they've calmed down asked the question what was it what do you wish I understood about you or what do you wish I understood about why you were upset by the way honestly one of my favorite questions in the whole world for adults as well think about if you're in the middle of it with your spouse and your partner and they kind of stop and they say what do you wish I could understand right now what a powerful question so really powerful question for kids and then you can start to kind of infer but you want to ask a kid those

(44:19) clarifying questions and you want to watch for gosh what is consistently happening every time they get unwell that's a great place to look again for everybody what is it that triggers you is one of the questions I ask in my sessions what are the things that trigger you another question I ask is who are the people that are just not your kind of people doesn't mean that

you're necessarily judging them but what who are the people maybe you don't feel safe around and they're going to tell me

(44:56) something that's going to point directly to one of their drivers so look at where you're unwell because one of your drivers is being threatened so can you talk about the non-negotiables because it does that fit in here so okay I know it's there's so much to it that it's hard to kind of do on a podcast in an hour or whatever but so the non-negotiables are something that showed themselves after a couple years of doing this work so I people would get to their drivers but even through their drivers they would use

(45:36) certain words over and over and over like they were part of all three worlds so kind of like your understanding I wish um well it doesn't matter so it's it's not three words we coming up with for your drivers it's three whole worlds there you go so there circles see so it's like peace but that's what he means by peace Discovery that's what he means by Discovery love that's what he means by love okay so I kept hearing them say words that actually would probably fit in all three worlds and when they would

(46:10) speak I'm very sensitive to voice Cadence and to micro Expressions I would see something even maybe close more closely tied to survival mode so I actually just finished a session um and she's also a friend of mine so I know her quite well and she talks about transparency constantly now not in a bad way in a really empowered way but for her transparency is a non-negotiable it's not even that it it's the motivating factor in things like drivers like the word drivers you feel it it's like the motivation for her

(46:59) transparency is a non-negotiable so if she doesn't have transparency she can't even get to her drivers so yes so I call them the non-negotiables they will show themselves in one of these sessions and a lot of times they are things like maybe trust or loyalty or um security can be one but again you're not consciously thinking all day long I'm so driven by transparency I'm so driven by trust it's more like yeah this has got to be there even before I get to these drivers so I call them the bridge they're the bridge

(47:42) from surviving to thriving those non-negotiables and when we know what they are and we treat them as non-negotiables none of this work is a justification for rigidity this isn't about being rigid or stubborn this is about being aligned with who you really are so you're still willing to talk about it it's not like that kind of sacred cow kind of energy it's like no we're gonna talk about it we can discuss it but I own that this is really important to me then you're you've got a strong

(48:17) Foundation that your drivers can really thrive on top of so are there any of your non-negotiables that you're willing to share talk about Josh that we got yeah so this feels like this will really Hammer at home so my non-negotiables acceptance authenticity and intimacy and it feels like those were not in place and so I was sometimes getting peace you were negotiating with your non-negotiables basically yeah that that I wasn't I felt like I couldn't be authentic if I showed up fully authentic that would impact my peace I didn't know

(49:02) how to make both of those exist so I gave up authenticity in an effort to get peace but then I wouldn't necessarily get peace and so then I was getting none of it and so then you're back in survival mode right right so we're still driven by those things but in survival mode we are in the Shadow with those things because we're just trying to get through the day we're not building you know we're not creative in survival mode we're not going to be knitting a sweater while we're running

(49:37) away from a saber-tooth tiger so we've really got to for me to know my non-negotiables has been amazing because so mine are realness support and autonomy and so when I'm feeling survival modish like in a crisis I can go straight to my non-negotiables and restore those and then all of a sudden everything else starts flowing they're like the mechanics behind our drivers so really important to and again when I say non-negotiables I'm not talking about your weaponizing those you're saying I take ownership of making

(50:24) sure that these things are present in my life in the healthiest way that I can do at the time that's what led to one Josh and I were discussing this earlier about how it just gives a great direction of like when you're doing the work you've or say you've been doing the work like I'll say speak for myself I'm at this point where you know I gone we call it this the podcast deeper awareness so I'm constantly finding this deeper awareness but I'm at a point in the last few months I'm like where do I go next where

(50:59) do I go next so this just is such a great map of like what to be working on when you feel a little lost in any part any time of your life what do I come back to if I'm having a breakdown with my husband my first question is always where am I I shouldn't say always sometimes I get really triggered and I'm cray cray for a while I come back pretty quickly at this point you know um which sounds maybe like I'm bragging but I'm old and it took me a long time so uh I am I used to call myself like a slow

(51:38) learner I have changed it to I'm a very thorough and deep learner oh I call myself a soul owner too I like that much more thorough and deep thorough and deep so but I will go where am I out of alignment where am I not honoring these because as soon as I'm not honoring them guess who I am expecting even if it's unconsciously to fulfill them my poor husband right and he's over there just like oh I did not realize you assigned me this function please let me know more clearly next time right so there's something about the ownership

(52:19) of this work that is so it creates so much TR ction in your life and it creates so much bandwidth in your life that you kind of go like oh I'm good when I aligned my life with my own for the first time in my life and I was I'm trying to think how old I was in 2016 I was 47 in 2016 you know like 47 and for the first time in my life feeling I'm so good people be like you know people like how you doing I'm like fantastic I'm so good things are so good and it's not because externally things

(53:07) were perfect but it's because my own needs were so met that having those conversations was easy at that point because I wasn't coming at it from a desperate Place MH well it like pops you out of that victim Loop of like because we've all been there of but when you take ownership of it there's there's so much just Beauty ower empowerment in it and yeah it's just and Clarity is a prerequisite to ownership that for a minute if we're not clear how do we even own it so let's say we've all had you know job situations or

(53:51) work situations where we weren't clear in the expectations we didn't even know we were in charge of that thing right how could there be ownership right how do we be good stewards and good owners of our own selves when we don't know what that means and what that looks like right so many people are quick to give their power away and and it's unconscious so this we're never blaming people for doing this it's not like when we were kids our parents sat us down and said look I just want to know what

(54:24) drives you do in life like what do you care about what lights you up why did you get so upset when I reacted this way to you I want to understand I mean maybe there's some

conscious parent out there doing that but I mean it's not a common thing to have happen we're and and again we're not blaming our parents they didn't know either this is this really is a thriving conversation I don't even know that I could have done this work earlier than I did not only because of my own life but because honestly the listening wasn't

(55:07) really even out there for this level of true flourishing it would almost seem selfish or self-absorbed when in fact it's the exact opposite when we finally understand ourselves and take ownership of that we're the least self-absorbed we've ever been I didn't want to spend my whole life till I was 90 trying to understand myself that was uninspiring to me like can we just I remember um because I do a part two that's also about like your wound how you sabotage yourself whatever and then eventually they end up being on

(55:46) this one sheet of paper and I had a client we we had finished hers we'd done her two sessions we'd gone really deep with it and she's looking at her paper and she just had has this look on her face she looked up at me she said so this is what I've been trying to get in 30 years of therapy in two sessions two sessions and I hear that all the time again not bragging on myself I'm bragging on the work and not because it's my work but because it's Universal I love things that are Universal they apply to

(56:22) everyone every single human being has innate drivers like every we I've I've tested this out you could be you know uh I was at my grandma's deathbed she was 95 and I was one of her Caregivers for the last couple years of her life even as her health declined massively her drivers were there without any question whatsoever her drivers one of my grandma's drivers was Independence and T one when he that age I know and it was very interesting instead of me going uh Grandma stop it I was like it must be so hard for

(57:06) you that you're having a hard time walking you know how can I help you be as independent as is possible in this moment which she was so grateful for because other people just saw it as her being stubborn I'm like you're misunderstanding what's happening for her M right so yeah it is it's really the opposite of self-absorbed it's so powerful to be able to understand another human being on this level because we understand ourselves on this level and to not to stop expecting people you realize we're walking around

(57:47) thinking people are just really bad at things because they're not good at what we value yep now I do so yeah I'm a naturally judgmental person um I think with workability being my number one I'm like why would you do that but now it's really helped me from you know that part of me I'm way less judgmental because I just start to get curious interesting you clearly don't care about your house being clean so what do you care about they might want their house to be clean that's different than

(58:27) right my house is going to be clean no matter what because it's part of my number one driver but what do they care about why isn't their house clean will tell you what they actually really care about who cares if their house isn't clean if that's not right well their husband might if that's his driver I just had I just had someone over my house is my future sister-in-law she had to stop by kind kind of and I wasn't like prepared and I was like oh my God my house is so messy and so like

(58:59) I could feel like who knows if she was actually judging me but I could just like feel it so then I was wondering myself I'm like so I like how you said that like I do want I did want my house to be clean in that moment and it gave me a little bit of inspiration to get my house clean but now I'm curious of why what like so I love that I love that reflection like what was driving me

is it creativity do I care about being creative more than I care about having everything be perfect right how Fantastic look how good I'm doing I'm

(59:30) being creative but Josh this goes back to what you brought up about society and our inherited ideas of who we should be we've been getting messages from the time we were small children babies even you should be different than you are and we internalize that we take that on and then we're just like uh I am like this but I shouldn't be like this so let me try to Pretzel myself into something else and it never works it never works and the whole time what we're doing is blocking our own power so that moment where we just go I

(1:00:15) don't know good bad right wrong who can know but for me this is what really works this is what really flows this is what creates I want most in the world and so I'm going to own that this is the game I'm playing and then when people judge it you just go that's that's perfectly fine I totally get it I'm real bad at the game you are playing like to my ex-husband I am an abject failure and it doesn't hurt my feelings at all because according to his game I am I'm almost 55 and he's horrified at

(1:01:02) the amount of retirement I don't have right so to him I am a failure if he's judging me according to his game which he is and that's perfectly fine he has every right to do that but for me that's not the game I'm playing for me as I'm playing the game of of he actually said this to me he's like something along the lines of how horrible for you that you're not prepared for the future and I was in a petty place I said how horrible for you that no one would show up to your funeral I know right he anyway so we

(1:01:40) could but really what I meant like when I picture myself dying it's like I think a if I died right now a lot of people be at my funeral not because I'm so wonderful but because I have deep connections with a lot of people and that matters to me and your retirement plan isn't going to show up at your funeral right exactly and he's right in his own way you know he's gonna be very comfortable through retirement and I'm happy for him because that matters to him this is what I'm saying we judge someone I can't

(1:02:14) believe you'd move across the country and live out of a trailer that's insane and they're going I can't believe you would work a corporate job for 40 hours plus a week that you hate that's insane but one values Freedom one values security if we could all just have that Clarity we just did another recording and we started talking about society and like if we could picture it better like kind of what would it what would it be missing or lacking or whatever and I think like judgment is just a huge thing

(1:02:51) like we could still go through all of the emotions that we need to experience but I feel like that's when we hold stuff in is when we are afraid someone's going to judge us for it so like if we all had that understanding of why people are doing the things that they do what a beautiful world that would be it's and to be gotten on that level is so profound you know one of the questions I ask when I have bigger groups is I and I'm like again I set it up disclaimer we're not here to judge our moms but

(1:03:24) said who feels like their mom really understands them and really in a group of hundred people you'll get maybe two or three hands and I was like okay let's ask this question for those of you who have children how many of you fully understand your children and maybe 10 hands will go up and then I just say I just would ask you to ask your child that question and even how many understand their mom fully too oh that's I'm working on that right now and it's really fascinating I understand my 70 almost

(1:04:06) 78- year old mom and where she's been coming from for all these years and her number one is freedom and I had a life that was pretty unstable and my mom gave us a ton of freedom so you might go well that was you know not good for her to do she was giving us what she Most Wanted well that's beautiful thank you Mom for giving me what You Most Wanted you genuinely thought that's what we needed because that was your filter that was your context it really creates a beautiful beautiful level of forgiveness of

(1:04:53) understanding and in those real moments those super deep moments that could possibly be a deal breaker we're able to show up in a way that's most meaningful instead of the way that we wish people would show it for us we can show it for them in the way that has them feel the most supported and validated and seen so I'm curious if there's ways for people to uncover their own drivers yeah this is the this is always the question I'm working on the book you guys it's about halfway done um because it is a process

(1:05:37) right and kind of part of the issue with uncovering your own is you have blind spots right so you can get aspirational or desperation with it so aspirational like I think love is my number one but everyone around you is like um it is or desperation like I think order is my number one it's like I've seen your house it isn't so I get that you really are missing order right now but that's not the same thing we're talking about I mean the the most powerful way to try to do it on your own I'm over here like um

(1:06:21) just do a session with me and not because I want your money but because I number one I don't know how much longer I'll be doing one-on-one sessions I'm already getting really busy with a corporate work which pays way more so um well you hold up the the true mirror for people like that's what they need and that's what so this is what I tell people and this is what it's gonna you know in the book I'm writing it's going to have this huge list of questions and lots of step by step how

(1:06:51) to do this but what I tell people like on pod podcast and stuff I'm like look at the choices that you've made up to this point in your life particularly the big ones why did I get into that relationship why did that relationship end why did I move across the country why did I quit that job why did I go to school for what I went to school for and then what are the commonalities behind that but when you have a theory when you have a working theory on what you think you might be driven by run it by the

(1:07:24) people closest to you and be open to the feedback because a lot of times what someone instantly thinks as their driver is often their number two or even number three sometimes that first one is so big that to us it's just like that's just who we are we don't realize how much we're driven by it so yeah look that's that's a probably the best place place to start but please don't do this in a vacuum this is a really powerful thing to do on your own and I a lot of times have people and honestly these are my

(1:08:06) favorite clients my favorite clients are those they've already researched this maybe they've listened to one of these podcasts so they've already heard the origination story they've already taken notes they've gotten to what they can and then they come with that information then we have all the time to refine it to to um test it to double check it you know and I can ask them the questions that will show if that really is or isn't plus a lot of the questions are intuitive so as again as I'm watching

(1:08:40) micro Expressions I will go in a different direction if someone says like well I think my driver is Harmony and their eyes twitching I'm like that doesn't mean it isn't Harmony but that

might mean that they're having a hard time accepting it because it's been a painful one for them I'm going to go wherever the conversation needs to go um I also have trained other people to do this and so I have a couple of people who are really good so as I'm getting busier and busier I can send people to

(1:09:15) them but I've noticed a lot of people even though I charge more than the coaches who are newer at doing it they want to come to the original the OG um just because I am the one that in and again I'm not saying I discovered that this was a thing core values were already happening but in this way the honing and refining I was the one that did that so they they like to do it with me and I who knows how much longer I'll be doing that at some point probably the one-on-one will only be part of like the bigger business

(1:09:51) packages and stuff like that so I kind of want to I love meeting one-on-one so much with people I sort of want to like make that my big priority for this year is to do as many of those as I can because once the book comes out like I already have a you know podcasts set up I mean it's G to it's a whole thing that's already in you know it's already set up so I'm not self-publishing it's not that kind of thing there's a whole team working on it and so I think I'm hoping that it explodes from there it's already

(1:10:29) pretty exploded from here it's really caught on you can imagine the business implications uh how much longer would the employees stay if their boss their manager understands what their drivers are right um so employee retention goes through the roof um cooperation collaboration productivity goes through the roof um yeah it's pretty it's because again coming back to how Universal it is I'm so excited for what's in store for you this is really amazing and just what the gift to the world that you're

(1:11:10) giving that's it's truly beautiful I appreciate that and I love it so much I mean connection on Legacy I mean this work is a perfect fit for my own drivers so I'm just completely fulfilled and expanded by it so yeah I love every single second of it and I love talking to you guys and being on podcast is one of my very favorite things to do because I get excited about who this might reach right the ripple effect part of my legacy driver that I would never have ever even been able to reach so thank you guys for doing this work and getting

(1:11:54) this deeper awareness of all these different beautiful subjects out there I think it's just phenomenal that you're doing this podcast oh thank you so much for coming on yes my pleasure any last questions Josh well I was just thinking about how much it's impacted me already since Friday yeah yeah and I I shared this with Donnie that um I had an offer an opportunity sitting in my inbox and I was kind of mulling it over and I was thinking about it and I was like okay I think I'm going to do it and

(1:12:34) this was Thursday where I had decided I was going to do it then I met with you learned all this about myself and then I reviewed it and I sat with it and I was like okay where does peace fall in this opportunity and I was like I wasn't going to do it for him I I wasn't going to do it for me I was going to do it for him and immediately I was like emailed no thank you it shifted like it gave me an understand a deeper awareness of myself and now I get to act from that space yes yes yes to me that is the number one application of this is

(1:13:28) now I'm making my choices and I'm showing up from that space and it works every time every all the opportunities that are now coming at me they always go through my couple of questions that are all based on my drivers and then from there it's a yes or a no so yeah I mean I mean there's also that intuitive hit right so I'm not trying to dismiss that but you know

workability so you know oh come speak on a retreat okay you know what does that look like what are you paying what are the expenses involved on my part can I

(1:14:08) bring my husband my husband is he assists me in every single thing I do so then I'm able to just show up and do my best because he's taking care of all the logistics um connection is it going to be in person or you know who are they're going to be there how much time will I have Legacy is this something that's part of a bigger picture am I able to talk about this in a deep enough way that it will make a difference if those things are all a yes I'm a yes and I'm 100% yes and it's gone well every single time and

(1:14:41) every time one of those has been a no but I've done it anyway which is what I would do in the beginning I have regretted [Music] it so talk about a compass talk about a you use the word word Hannah use the word map and the word chart that's exactly how I see it this is a map for us now of how to be in alignment with us with ourselves a guide book I like the word guide book too yes yes absolutely so Donnie tell people where they can find you okay so easy peasy I have a website Donnie angel.

(1:15:21) com and that is by far the best way that you can get to me um I you can email me from there you can schedule with me innate drivers it says it right on there book now you know choose your your slot if you are anywhere in Utah come see me in person it's really worth it I promise to come see me in person uh plus I make the best coffee in the world so session and we'll have coffee coffee otherwise I do zooms all the time there's just something about that in person uh and people do fly in to see me on a regular basis my client today is

(1:16:05) from Vegas this morning cool so that's a real thing that happens but yes I can happily do a zoom and yeah it's it's two hours long and you will love every single second of it I might fly out there just to sit on that couch with you I know right just to pet my couch you totally should so we do something soon yeah so we uh we like to end our episode each episode with an opportunity for our guest to share a message with the world whatever is coming through for you today okay well here's what the message is for

(1:16:51) today everything that you've done for others that was done from a real place of Love of service of Integrity of wanting to ease suffering whether it was received appreciated or recognized by anyone else it was blessing you the whole time everything you do from a place of alignment blesses you whether it is ever recognized outside of you some none of that has gone to waste none of that has been for nothing what a beautiful message thank you yes thank you guys for having me on I loved it I felt that all the way

(1:17:37) through my body so she has a YouTube channel too I do Donnie Angel yeah she does tons of videos yeah so I didn't know how intuitive you were until I started watching so she does coffee CFE with Donnie is that right yeah yeah it's my little show coffee with Donnie but my YouTube name is just Donnie Angel and it's little 10 to 20 minute segments on all sorts of things and sometimes I do some like oracle cards which drives my husband nuts because he's like people aren't going to take you seriously

(1:18:12) listen I can't help it if I'm mystical as well right like I'm extremely practical so but yeah most of it is little you know like I said little 10-minute blurbs on inspirational things or concepts like codependence or whatever and I I literally have hundreds of videos on there been doing it for a very long time oh cool so cool yeah thank you thanks for being here yes thank you it was lovely and it was lovely to meet you Hannah yes I hope to meet with you soon because I really been so intrigued I would love that that

(1:18:51) and thanks to all the listeners for hanging with us yes thank you bye you guys bye
have a