

The Uncorked Conversation Podcast with Allyson Scammell

Ep #22: Using Your Core Gifts to Increase Your Income

Transcripts

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Allyson Scammell: You are listening to the uncorked conversation podcast with Allyson Scammell. Episode number 22.

Allyson Scammell: Hello and welcome to the uncorked conversation. A podcast for soul guided passion filled women entrepreneurs who want to uncork big magic in life and business without burning out. We'll get to the truth of how to uncork our core gifts, the ones we keep hidden inside, and how do infuse those gifts into our personal and professional life in a way that feels like magic. We'll also uncover how to truly experience the joy of the journey through smart time management and planning. I'm your host, Allyson Scammell. Let's uncork. Well, hallo Shanti Pax nation. I am so excited for this episode. I am speaking to the brilliant Patty Lennon about how we can use our core gifts to make more money. What a great topic, right? Patty Lennon is a business coach, keynote speaker, and best selling author that inspires audiences to lead and sell with passion and purpose. She is an expert business coach that believes our businesses are not only a way to make money and contribute to our fellow humans, but also a conduit for our souls evolution. How beautiful is that.

Allyson Scammell: But there's something else that makes Patty amazingly special. And that is she's my business coach. And I got the intuitive hit that I needed to hire Patty earlier this year and I did and it's been one of the best decisions I've made. I hope you love the interview as much as I do. Welcome Patti. Thank you so much for being here.

Patty Lennon: Thank you for having me. I'm excited to be here.

Allyson Scammell: So I love this topic and I knew I wanted to do something about how we can use our core gifts to earn more money and I knew I wanted to speak to an expert. And I just realized that you were the expert I wanted to speak to on this topic.

Patty Lennon: That's awesome. I love it.

Allyson Scammell: I have heard you talk about how you found more business fulfillment when you infused your soul back into your business. Can you tell us about your journey and what it means to run a soul infused business?

Episode 22 (Completed 12/19/18)
Transcript by Rev.com

Patty Lennon: Yes. I love talking about that. Well, so I came from corporate banking, and I grew up being a very rule directed person. I loved following rules. I loved getting A's. I liked making my teachers happy, my parents happy, people I worked for happy. So I existed very nicely in this world that's kind of structured to work against your soul, because my ego felt like so good about succeeding in those structures. And then all of a sudden I kind of like broke open for me one time in my 20s, and my life started going into different direction where that eventually led me to become a coach and open my business. And I think when I went out on my own, as much as I was led by my soul, the egoic part of me just still wanted that structure. It wanted that place where I could get an A. It wanted to feel like I was part of a system that works. And if I just checked all the boxes and did the right things, people would love me, and I would do well.

Patty Lennon: And what that caused me to do was to go out and find teachers who had succeeded in the way I wanted to do it. Which is a great thing. There's nothing wrong with that, but I was so attached to getting it right that somewhere along the way I just stopped listening to the part of me, that soul part of me that brought me into business. I woke up one morning feeling terrible, called my coach, was talking to her and she was like, "You know, have you looked at your numbers?" Because sometimes if your numbers are down it can weigh on you. And I hadn't, because I just finished a big conference. And when you do a big conference, like you have a lot of money coming in the door and going out the door. So I've learned to just not look at my books for those six weeks. And so I pulled out the numbers and I looked and I was shocked to find out that I'd crossed six figures.

Patty Lennon: It was early June and that was the first time that, that had happened before the end of the year. I was going to make by the end of that month, more than I had made that whole previous year. And I was devastated because my life did not look like what I thought it would look like when I reached what I considered to be that A on the report card of an entrepreneur's life. Which should say six figure mark. My life was nothing like what I wanted. I felt defeated. I felt overwhelmed. When I was with my kids, I was thinking about my [inaudible 00:05:08] and my free offers. And I just didn't want that. And you have put me into a bit of a crisis like we all get our dark night of the soul. And I feel like I've had 7,000 of them on this journey.

Patty Lennon: But the other side of it, I made a decision to just let go of everything that didn't feel true to me. And there's a much longer story there. But at the end of that particular journey, what I realized is when we start listening to other people teach us how to run our businesses, at first it's helpful. Because it creates structure for your brain, which is good, that gives you a sense of safety. But if you reach too far outside what is right for you, you lose your soul's engagement in your business. And so what it means to infuse your soul back into the business is to then go within and find out what your soul most wants and needs. And to start putting that back into your life and business.

Allyson Scammel: Love, love, love. And I think so relatable for any entrepreneur, especially early in the journey because you just need a lot of resilience when you first get started. As you learn all these amazing lessons that you learn and we're committed to finding that space where you could run the kind of business and the kind way you wanted to do it. That's so beautiful and inspiring.

Patty Lennon: Yeah, and I would say also I always try, and remember to say this. Just because I had hit those numbers that I know are ... I think there's some people that could be listening and saying, "Oh, well at least you had six figures or whatever. At least the money was there." But what I can tell you is, you can run super fast down a dead end road and you're going to run straight into a brick wall. And it would be much better to take longer to get to that financial success than have to walk back from that dead end road bruised and bloodied from crashing into that brick wall.

Allyson Scammel: That is really beautiful advice. That advice is really speaking to me right now, because I feel like my little business is the little engine that could, and I feel like I've had really slow but steady and authentic growth. But I have my days where I'm just like, "Why aren't I growing faster?" And I get really frustrated and I always have to remind myself that it's like slow and steady wins the race ultimately.

Patty Lennon: Yeah. And I'm watching you. And you're doing a beautiful job of wrestling with staying in alignment when something pulls you out of it. And you're just doing a gorgeous job of that. And I love that about you because your gifts are so important that, that is priority number one. And then priority number two is then to say, "Okay, where is it that my fear is causing a drag here? Where's the alignment causing a drag versus the fear?" And that's a complicated relationship and it can feel confusing at times.

Allyson Scammel: That was really juicy what you just said. Could you explain a little bit what it means to be alignment causing fear or no. How did you say it? Sorry.

Patty Lennon: So like you'll feel the drag on what you're doing. Almost like you're trying to walk, but with this huge backpack of rocks or you're pushing that boulder up the hill. Right? So you've got the drag. Or in more literal sense to the metaphor like in a race car, there's certain types of race cars that at the end of the race that parachute pulls out, just to help them slow down. So they can get to a safe speed and it's that wind drag that slows them down. So sometimes when we're doing things we feel that drag and like what we're doing just feels hard and it can feel hard because our soul's saying, "You're not in alignment, don't keep going forward." But it can also be your brain that's trying to screw you with you and keep you from going bigger. And so it's very nuanced to find when it's your soul that's speaking to you and when it's your fear that's controlling you.

Allyson Scammell: Can you share what you do to make sure that the voices are clear and when it's fear and when it sounds like the discomfort that's associated with healthy growth?

Patty Lennon: Yeah.

Allyson Scammell: Good way to call it.

Patty Lennon: Yeah. And what I do is I go into my body, and this has always been the core of ... for me soul infusion is that your soul speaks to you first through your body and then through words. Meaning your soul creates an emotion and then uses your brain to translate it into words. So in your business, when you feel that drag. Like you're doing something that's going to, you know in concept is going to make you money. And so that might be an opt-in offer. It might be a sales conversation. It could be putting a Facebook live up. Whatever it is? When it feels hard, what I do is I go and scan my body and feel where the intensity of that drag is coming from. And if it's coming from my head like the energy for it is in my head, then I know that's my fear. But if it's inside the core of my body, then I know my soul is trying to tell me something. And then I step away from my business and I get quiet and I ask a questions.

Patty Lennon: And I get really specific in the questions I asked so that my soul has an easy time answering them. Meaning I wouldn't sit there and go, "Is it okay for me to do this Facebook live?" I would ask, "And is this discomfort coming from video? Is this discomfort coming from the message? Am I clear about the message? Is this the message I want to share?" And then I would just get really specific until I could get to the answer of exactly what my soul is trying to tell me is wrong.

Allyson Scammell: So good. And I love that you stepped away from your business. I think that, that is sometimes a hard thing to do because we were sort of wired to ... We're socially conditioned that you have to go to the factory every day to make widgets, otherwise you're lazy or you're not going to make money. So I love that, for you to get past this resistance or through to get clarity on the discomfort, you step away from your business.

Patty Lennon: Yes. And you know Allyson it's not like I do this cleanly. Like it's not like I'm like, "Oh, soul is telling me something [crosstalk 00:12:04] easily leaving my computer behind [inaudible 00:12:09]. Sometimes it takes me days to agree to have that conversation.

Allyson Scammell: Right.

Patty Lennon: In my best moments I do it then because I know that the longterm benefit of doing it is more important than the short term relief I would get at finishing the task I'm sitting at.

Allyson Scammel: Right, right. So good. So good. So I want to shift back into making money and being in alignment to our soul's purpose and our core gifts. And this podcast is about core gifts are, our unique abilities that we're born to share. And I call it the uncorked conversation because most of us do have this tendency to cork up our super powers, and our truant authenticity. And we do it because of what you beautifully described is what your ego was doing, which it wanted structure. Structure it wanted to feel like it was part of a system that works and that people would accept. And I think that's why so many of us cork up because we want to fit into our tribe, and we want to follow by their rules and gain their acceptance. And often times when we want to use our core gifts in our business we're stepping outside of many of our tribal structures, and we're offering a new piece of ourselves to the world.

Allyson Scammel: And that can be really scary. So can you tell us a bit how uncorking and kind of flowing through this hesitation that we have to hold back and hide our authenticity can actually help us to boost sales?

Patty Lennon: Yeah. So sales are just an extension, and not just sales. Any money that comes into your business like maybe a sponsorship or there's like all these ways that money can come into our businesses. And we are a lot of times our brains like closed the door to most of them except the ones that we can actually control by moving widgets. The widgets in our business. That money, those sales are just an extension of the abundance [inaudible 00:14:17] vibrating. And there's techniques to increase them. And the reason the techniques work, like becoming good at sales conversations or getting good at doing a quality Webinar, any of those things. The reason they work so well is for two reasons. One is when you do something over and over again and get good at it, your brain starts to believe that success is possible. And it actually removes the barrier to allowing any abundance that's flowing to you. And then the second reason is because the better you get at those things, the higher level you serve your people.

Patty Lennon: Even a good quality sales page or a webinar or a free offer, the more abundance that's going to naturally respond to that. So in order for you to be fully open, you need to be without resistance of who you are. And so when we're holding back a piece of ourselves, it's literally holding up a hand to the abundance flowing into our lives. Conversely, when we have our full selves available, the people who are meant to work with us experience our light and our gifts at a much more powerful vibration. So your people who are going to be openly willing and excited to pay you for what you do are only going to fully experience that wanting to give you money without that feeling of like it's this difficult transaction when they're engaging you in your whole self. Because then they're experiencing you in truth, and truth is really the exchange that souls play on.

Allyson Scammel: Oh, Wow. Say more about that last, "Truth is the exchange souls play on."

Patty Lennon: Yes. So when your ideal client is hiring you, they're hiring you as a human, but their soul is also engaging in a contract that your soul and their soul agreed to. So I won't say every single client you work with this is true, but I would say for the majority of them. You and me agreed to meet at this point before you were even born. And so part of the reason that client agreed to come with that particular problem was you agreed to come with that particular solution. And so you have to be open and honest in who you are for them to fully recognize that you are that truth that was showing up for them. Meaning when they have a problem, it's simply because there's a disconnect in them, in their human self to achieving what they want to achieve.

Patty Lennon: So for you, Allyson, your clients agreed to come believing that their core gifts aren't fully valuable to the world. And they take on parents that teach them that. And they agree to go through those painful lessons because before they were born, you told them, "I'm going to come, and I'm going to teach this. Even though it will put me in a position where I feel like I might be looked at as crazy by my family or whoever. But I'm going to agree to come and teach this because when you find me, I'm going to be able to match your wound and help you heal it." And by that happening, the world heals. And so your truth is only fully represented when you're showing up fully. And as the only safe space that allows your client to know that you are that person that they can trust to help them heal.

Allyson Scammel: That's so beautiful. And that's why it's again, another reason why it's so important to present your authentic self so your people can find you. That's how they find you, right?

Patty Lennon: Yes. Yes.

Allyson Scammel: And I liked that you ... I heard you say once, Patty, and I love this. That it's the trick. It's like an ego mind trick that tells you that you're here to serve everyone. And that it's just really not. I know I wasn't able to attract ideal clients in my own business until I got super, super specific about who those people were. And after I got specific, then the ideal clients showed up and it really does feel like two long lost souls reuniting.

Patty Lennon: Yes. And it becomes easeful. And the thing is when that truth ... And I guess when I say truth, I'm talking about that energetic quality of love. Not Love, like between humans, but that love that source, right?

Allyson Scammel: Yes, yes, yes.

Patty Lennon: Energy. That's what I mean by truth. When that is passing like freely between two people, that's the same flow that passes money freely into your life. So money is just an expression of source energy. It's just one that the ego has attached a lot of meaning to and so it gets a little bit harder to let it in, than necessarily just experience someone else's soul love coming at you.

Allyson Scammel: Yes. So beautiful. So Patty, I just had lunch with a girlfriend today and she's a super, super, amazingly talented personal trainer. And she charges ridiculously low prices, way below her worth in my opinion. And she doesn't want to raise her prices because she's not motivated by money. And she is not in it for the money. She just wants to help people. So what do you say when you hear that.

Patty Lennon: Well, oh, my gosh. This is a topic that gets me crazy.

Allyson Scammel: I know, that's why I wanted to ask.

Patty Lennon: This gets me crazy.

Allyson Scammel: It gets me crazy too.

Patty Lennon: Obviously for this particular person I would not say that I'm going to prescribe the right answer for her, because I haven't actually met her. And she may be part of the 0.001% of the population who chose to do that. And I do believe there is a population that did. But what's actually happening is that there is what we just talked about, which is there's this corrupted understanding of what money is. And to say I'm going to serve in a really big way by allowing in less money is actually representing the imbalance that has created war and violence on this planet. And what I mean by that is all of the problems that we see on the planet right now. Poverty, war, violence. I won't go as far to say the earth based disruptions because I actually don't know enough about the nature complexities. But I'm guessing it's also this, is that the divine or not the divine, the dysfunctional masculine has been present for so long. And masculine energy, not men. And what that means, masculine is the aggressive, masculine is the creative, and then feminine is the receptive.

Patty Lennon: And so if we look out into the world and say there's war, there's violence, there's terrorism, all these things. They are just a byproduct of a imbalance in the amount of aggression versus reception. And so when you feel like you are going to put your workout in the world, that's your aggressive side, not in a negative sense, that's your masculine aspect of your work. But then you need to receive an equal amounts to it to create balance. So just from a pure energetic standpoint, that's why it makes me crazy when people say that. From like a business perspective, if you really want to help people ... And I can tell you this from psychology and from business. The more someone invests in a service, the more likely they are to get the full effect of the service.

Patty Lennon: And so if you're putting out something that is a 500 dollar quality, and you're charging 50 dollars for it, the people who understand that they need 500 dollar quality service will not take your offer. Because it's a disconnect. It's only when the value you're asking for matches the value you're giving that it is an aligned offer and only aligned offers actually makes sense for any business.

Allyson Scammel: I remember. And I find that to be so true from my personal experience. I remember the first time that I really spent any amount of money on a sort of personal growth, although I don't know if it would be described as investment, was Marie Forleo's B-School. And at the time I have no idea what she charges now. I was on the very, very start of my entrepreneurial journey. I had an idea to start a blog. That was it. And have full time day job. And I invested 2,000 dollars, and I thought it was absolutely ridiculous money. And I couldn't believe that I had spent that. But because I invested at that time in my life, what I perceived to be a huge amount of money, I showed up and I did everything she said. Because I had invested my money. So I said I'm going to invest my time and oh my gosh, what I was able to get out of the B-School. And I don't think it's because the content was so mind blowing. I really don't. It's because I had invested that money and I agreed to show up and do it.

Patty Lennon: Yes, yes. Absolutely. And then to your ... And this has been the case for me as well as in for the people I've hired. And I will tell you I did not start out ... For those of you who are listening who just charge less, and you can get really honest with yourself and just say, "I'm just scared to charge more. I'm scared to say those dollar amounts." Let me tell you, that's fine. Stay there for a while. If you're staying there in consciousness, believe me, your prices will naturally start to go up because you're not acting in an unconscious way. But you know, early on my business I charged 25 dollars an hour for my coaching. It's not like I can't ... Because I came from corporate banking, I knew how to charge for my own services. I didn't. And the reason I didn't, and then I will put this on your friend, is that when we say money is not important, or we want to be able to help people and blah, blah, blah.

Patty Lennon: The reality is we've just got stuff going on around money. And it's really important that we clean that up. Not just for ourselves and not just to make our businesses money, but because every time we heal something in ourselves, we heal it for the planet.

Allyson Scammel: Love, love, love. And I concur so much. So I want to shift after all this beautiful like deep planetary thinking, which I love. I want to segue into more practical tips and pointers that you can offer Patty entrepreneurs that will help them shift into alignment what their soul wants to offer. And how that could or may lead to greater sales as a byproduct of this shifting into alignment.

Patty Lennon: Yes, absolutely. And I love it because tactical actually get shit done. So let's [crosstalk 00:26:19].

Allyson Scammel: Yeah. I try it.

Patty Lennon: So we'll have to mark that one explicit now. And so I actually, I wanted to go back to you, so I said, I had made this money and I went into this crisis. Well, what I ended up doing was I just stopped doing everything, because I was ready to give up my business. And then I came to the conclusion that you know what?

This business actually mean something to me and I've never actually tried to do it a way that I would love. So let me do that. And I fully expect it. I'm about to give you some tips on what to do. And I fully expected that when I applied this process to my business that I would make a lot less money because it feels counter intuitive. And what actually happened was I made more money and the key was I stopped working so many hours. So I think I was working like 60 hours a week, maybe more at that time. And I got myself down to a 20 hour work week.

Allyson Scammel: Wow.

Patty Lennon: So not only did my income go up but my per our income went up exponentially. So here's the first thing, is 80% of what you're doing throughout your day is nonsense that your brain is getting you to do, to distract you. And it's hard to figure out what that 80% is, and there's a longer process to do it. But I will tell you the two places where your soul gets drowned out in the noise is in your inbox, and on Facebook. So if you commit to spending 50% less time in both those places and I promise you all you have to do is put up the boundary and it will happen, your soul will naturally get more airtime with you.

Allyson Scammel: So cool.

Patty Lennon: And again, it's a longer process like a longer conversation to describe what happens in your brain. But when you're going into your email box and into Facebook and Instagram and some of the others ... But I find Facebook is the most compulsive one. Your brain is actually getting a dopamine release. And the dopamine release is a seek and find chemical. And so anytime you find something that's interesting to you or distracting to you, your brain it's like, "This is a good thing. So understand." It's actually chemically programming your brain to distract you from what your soul is telling you. Because often times that feels uncomfortable. So, that's the big one is just to cut down your spare time you're spending in your inbox and your Facebook and any other social medias. And make sure that those times you are in there are scheduled and not impulsive or reactive.

Allyson Scammel: Yes. So good.

Patty Lennon: So even if you were spending, let's say four hours in both those places, which that is not an underestimation for a lot of people. Even if you kept the four hours, but you made it two hours in the morning and two hours in the night, and you couldn't go in there in the middle of the day, it would still create a positive benefit. So, that's the first one. The second one is many, many purpose driven entrepreneurs. And I think that's mostly who we're talking about. When they want to make more money, or they're trying to grow their businesses, they start adding more offers. And the second place to go is to get to a core offer that fully represent your core gifts at the highest level, and maximize that offer before you do anything else.

Allyson Scammel: I love that. Yes.

Patty Lennon: And that will create an incredible amount of simplicity. So not only will allow your soul to speak more into your business, but you'll be able to feel where the minor disconnects are in the offer. And you'll also start to intuitively pick up on what people respond to in the offer because more of your attention is on it. And so you're just going to naturally learn what's working and what's not and that's going to from a pure business standpoint, create more money in your business. And then the third thing is to create time alone with your soul, your creative self, whatever ... It doesn't have to be this deep meditative practice, but I mean, at this point I have a full day put towards that. But in the beginning, if you can just commit to two hours of agendaless time in your week where you're just kind of floating. As long as you're not trying to accomplish something in that time, you're doing it the right way.

Allyson Scammel: Those are such amazing tips. And if I could just, I want to say I took ... Patty offers a 20 hour work week. Is it a do it yourself class?

Patty Lennon: Yeah, it gets offered live once a year, and then the rest of the year you can go through the modules.

Allyson Scammel: Oh, my gosh. So, if I could just give this my highest endorsement, this was ... And I am like part of my ... I'm a time management person. I'm very, very good at managing my time. So I would like to see myself as an advanced student, but even me at my self described advanced level, I learned so much, and she offers so many good nuggets. So take it live if you can, and if you can't get her do it yourself. And I'm going to be asking her about her website in a minute. I loved what she was saying about inbox and Facebook. And other thing I did recently that sort of changed my relationship for the better with Facebook ... And I'm sure you do this too Patty, is I schedule all my Facebook posts at the beginning of the week. So they're just done. And now I have a virtual assistant who helps me do that, but that has been a great way to help me stay off of Facebook.

Patty Lennon: You're speaking my language girl. I love that you do that. Yes.

Allyson Scammel: Yes. That's a great one. So, and I love, love, love the alone time. That's something that I haven't been good at lately. And I sort of was hitting that wall that you described Patty. And I just like, I have got ... And I love how you described it. It's so funny. I just did a Facebook live today about acknowledging my struggle, and now how important it is to have white space on your calendar. And I just couldn't agree more. And I would love to work up to the point where I'm taking a day of white space. That just sounds so amazing and I totally want to get to that point. But I think you're right Patty, that it can feel like a huge deal. Like, "I could never take a day away from my business. Like what?"

Patty Lennon: Yeah. And I would say also there's an actual logistical reason why you can't take the full day off in the beginning. Like if I was going to travel back in time to

myself when I was starting my business, my advice to myself wouldn't be take a whole day off. As much as I believed that, that would work, the reality is that, that would put your brain into such a crisis point that it would be fighting you so hard on it. That I don't think the value would end up being as rich as if when you invest on creating the core offers, like you have your core gift offer and then you have your free offer. And you have your fundamentals of a business, like you have a way to get people onto your email list. You have a way to teach them whether it's a podcast or a webinar or whatever it is, and then you have something really central to what you do to sell them. When you have all those pieces in place, that is what makes it a little bit easier for your brain to relax around that day.

Patty Lennon: So I've seen lots of people teach this same thing of like taking that time for yourself and being creative. Who have like they're advanced in their business or they're saying this is what I do that makes all the difference. But I'm a bit more of a realist, like I have kids. They're older than [inaudible 00:34:22] is Allyson, but you've got a little girl. I mean it's just life so complicated. I think you have to be really realistic about what is appropriate for where you are in your journey.

Allyson Scammel: I totally agree. I absolutely couldn't agree more and I love that you suggested like start with two hours, and even to be honest, two hours might be even a stretch for me. So I'm really just starting more with like an hour of white space. And even that I start to see a huge difference with just one hour. And then I think it's like you're training your brain to be okay with this. Like the sky won't fall if you're away from your desk for an hour during your work time.

Patty Lennon: Yes, yes.

Allyson Scammel: Patty, you are such a wise loving joy and it has been such a thrill and honor for me to be a student of yours. And I would love for everyone listening to this to also become the student of yours as well. So please tell us how people can find you?

Patty Lennon: Oh, thank you. My website is pattylennon.com. And since we didn't really think about promoting anything, but we'll get ... For the show notes, I'll get a link for the 20 hour work week and get you a code for your people so they get a discount on the course.

Allyson Scammel: Oh, perfect. Thank you.

Patty Lennon: But what I would say is definitely check me out. But if this, the idea of that core gifts in hearing your soul resonates with you, Allyson is definitely the first place to start. Because I think knowing what that is would have been such an advantage for me when I went through my dark night of the soul. And having that knowledge of really understanding those core gifts and understanding how to apply them to your business is important, and it's fundamental work. So, I would love it if what you see for me on my website motivates you or inspires

you, I just really want to advocate that what Allyson brings to the world is unique and definitely important.

Allyson Scammel: Ahhh. Gosh, thank you so much. You're so generous. I really appreciate that.

Allyson Scammel: That was my soul full discussion with the brilliant Patty Lennon. It was so much fun to talk to her and so much fun to edit that interview. Thank you again, Patty so much for sharing your time and your wisdom. Again, there are links to her website and her amazing course, the 20 hour work week in the show notes. Do check it out. And if you benefited from this episode, if you felt aligned to it, if you felt called to its content, I kindly with love ask you to give it a rating and review. And maybe share it with a few friends. This is how we grow organically, which is the greatest way to grow. And as always, until next time, stay uncorked.

Allyson Scammel: Are you ready to be in full expression of your core gifts? Then download my free video and worksheet that takes you through the four steps to performing at your full max potential. Find a link to download it at my website, shantipax.com/gifts. That's S-H-A-N-T-I-P-A-X/gifts.