

Neil Pasricha:

We have the longest lifespan, the highest education rate, the lowest disease rate of any generation in history. We live better than kings of 50 years ago but the side effect of this era of abundance that I grew up in, I think I'm the same generation as you so I grew up '80s kind of thing. The side effect of this thing is I can't handle failure or even perceived failure. So, why would I want to write a book about resilience because I don't think I am resilient and I want to understand, research steps on how to build that up in myself and others and my kids.

Announcer:

Bulletproof Radio, the state of high performance.

Dave Asprey:

You're listening to Bulletproof Radio with Dave Asprey. Today's cool fact of the day is that research is now showing that resilience is ordinary not extraordinary in humans. What does that mean? It means that you may be resilient if you're durable under stress and pressure and you can rebound after adversity. There's something called the handbook of adult resilience, and in it researchers say you need flexible and accurate thinking, self-efficacy, which is believing that you actually can achieve your goals. Who would have thought goals that are achievable?

Dave:

A connection to meaning and other people, more positive emotions and the self-care practice. Now, if you're me, flexible and accurate thinking, that's just what I do, at least, I like to think it's accurate. If it's not, maybe my powers of self-deception are legion. Self-efficacy, I think I can achieve my goals. I certainly have achieved some of them, but living 180 is going to take time, and I'm working on it, but I think I can.

Dave:

Connection and meaning to other people, I do that. I've written about that. I like to think I do that. More positive emotions, electricity will do that for you. If you don't have it, no problem. The self-care practice for me is centered entirely on coffee. There you go. I must be resilient. There might be a biology aspect to that as well, but, hey, who's counting? If you were wondering if I'm going to talk about resilience today, well, you guessed right.

Dave:

Since you already know that I'm going to be talking about resilience with today's guests, you might be saying, "Who the heck is Dave going to be interviewing?" This is a guy who spends all this time thinking, writing, and speaking about intentional living. Top leadership keynote speaker, one of the top 10 most listened to or downloaded or watched, whatever you want to call it, guys on TED. For a TED Talk he gave that I wrote about when it first came out, and an author of a book that just came out about resilience.

Dave:

I'm talking about Neil Pasricha. Neil, welcome to the show.

Neil:

Thank you so much for having me, Dave. It's great to be here.

Dave:

Now, resilience is something that I've fetishized because there was a long time when I weighed 300 pounds. I had arthritis in my knees, and I just knew, "Oh, if I do that, I'm going to get another sinus infection." I've had hundreds of these things or I just know if I do it, my knees going to fold sideways and I'll have to get another screw in it. I felt literally like I didn't have resilience. I'd still I'd push as hard as I could so that said, if I look at putting the Bulletproof Diet, the 21-day plan to achieve resilience, which I argued with my publisher over.

Dave:

I want to do that because really people who eat the right way are more resilient. My publisher slap me in the face, and said, "No. Dave, people don't buy resilience. People, they want weight loss and maybe energy." All right. Fine. Because you get those too, weight loss is a side effect of being this way. But resilience is at the core of the feeling of being Bulletproof.

Dave:

You just go out there like, "Yeah. I care about resilience. That's what I'm going to do. You don't like it, don't listen." Why did you go for resilience versus any of these other cool aspects of resilience?

Neil:

Because I feel like the opposite of you, I feel so low resilient. I feel like I get two likes on a picture, I got no friends. I get a rude email from someone, you know what I want to do, Dave? I want to like exorcize them from my life forever. I feel like I'm paper-thin. I realized this about a year ago when after I gave a speech, a guy ran up to me after, it's a guy in a business suit, well-dressed guy in his 50s, with a briefcase.

Neil:

He's like, "Neil, what's wrong with my son?" I'm like, "I don't know. What's wrong with your son?" He's said, "My son was like top of his class in high school, he got straight A's, he was a valedictorian, he went to Duke University. He got a, he was on the football team. He got a great job, and on his first day of work at this fancy company, he got a rude email from his boss and he quit. He called me from his bedroom that night crying saying he couldn't handle the pressure so he's out of the job. He's quit the job."

Neil:

When I heard that story, I thought, "That's me." I really did think that you wrote about my TED Talk 10 years ago, Dave, and that TED Talk is about me going through a divorce. Me going through losing a friend, and I was not resilient. I lost a ton of weight. I was super stressed. I had crazy high... I could not process something that's traumatizing.

Neil:

I believe the reason people like me suffer from low resilience is because we kind of grew up with it all. Do you know what I'm saying? We grew up in the time, a day and age like today where I can press a button, I can get a car to pick me up. I can get a phone entertainment on the way home. I got food waiting for me when I get to my porch.

Neil:

We have the longest lifespan, the highest education rate, the lowest disease of any generation in the history. We live better than kings of 50 years ago but the side effect of this era of abundance that I grew up in, I think I'm the same generation as you. I grew up '80s kind of thing. '80s, '90s gold star [inaudible 00:05:59] the side effect of this thing is, I can't handle failure or even perceived failure. So, why do I want to write a book about resilience? Because I don't think I am resilient and I want to understand research, steps on how to build that up in myself and my kid.

Dave:

I was just noticing that like the way you answer questions is inadequate and not very good right now and so...

Neil:

How do you press quit on yourself?

Dave:

All right.

Neil:

Don't play with me, I'm very fragile.

Dave:

No. I'm kind of having a hard time believing that because part of the thing that maybe, you talk about this but, I mean, you worked at Walmart for 10 years, and I don't mean as a greeter, but like you were in the executive, you're director of leadership development and you're really looking at how humans interact in large organizations. I've had the fortune of being out to Bentonville meeting some of the very senior Walmart team, and that's a pretty tough culture.

Dave:

I mean they're like literally you can't give them a cup of coffee in a meeting because they'll put a quarter on the table because otherwise it's taking something from a vendor. It's very strong standards and years ago, I used to sell to Walmart when I was in the creation of the hosting industry that became cloud. If you wanted, they would come and their senior executives would sleep two to a bedroom in Motel 6. I'm not even kidding. The culture was so like it was kind of tough.

Neil:

In Sam Walton's days, it was nine to a bedroom.

Dave:

But you hung there for 10 years and you say you're not resilient? How much marketing are we dealing with here, my friend?

Neil:

That's so funny that you say that. I didn't feel like being at Walmart was challenging my resilience. My perception of Walmart from the inside, and let's be clear. I was director of Leadership Development. That was my last role there. I also worked other HR jobs. I was lucky enough to work a development role

for the project, as a project manager to CEO of Walmart Canada, my perception of the culture from the inside was, it was a very, very warm kind hearted culture of very high integrity people.

Neil:

The quarter on the table example is a great metaphor because Sam Walton, the history of that, I don't know if you know this. He was fishing with a guy, this is Sam Walton founder of Walmart, was fishing with a guy who like he bought like tackle from, and the guy bought him a couple of things, and he went home, and he thought, "I feel a little uncomfortable." The next Monday when the guy came into the vendor room to like sell him some more to tackle.

Neil:

Sam felt, I don't really like this stuff but I feel like I got to buy it because on the weekend, when we were going fishing, he kind of bought me a coffee or two." He decreed a law inside Walmart saying, "No one can ever accept a penny for any ever again so that you will then free to say yes or no to the products offered to you in the vendor, right?"

Dave:

I was actually blown away at the cost. They were very, very clearly cost aware but the people were legitimate people. I was, you don't know what to expect. There's this external image but I was actually really, really blown away by going to Bentleyville, changed everything I, every stereotype I would have ever had about Walmart. I hear you there. Seriously, you hung for 10 years in senior leadership at any company which is full of politics, not saying Walmart is, just any large company when you hit thousands, hundred thousands. There's conniving, there's Machiavellian, there's 48 laws of power going on. How did you hang for that long if you're such a snowflake?

Neil:

Well, so listen, I told you how I feel on the inside, right?

Dave:

Okay. You're a good actor.

Neil:

That is a true thing of how I feel in the inside. But the other thing, Dave, that I haven't told you yet, but you will know this, you will understand this is externally from Neil Pasricha, the metrics are fucking gigantically skyrocketing on anxiety, depression, loneliness, suicide. Dr. Jean Twenge at San Diego University says that anxiety rates are up 30% over the past five years. Previously, they were like oscillating kind of like at the 1% up and down rate.

Neil:

You look into the details, she blames the ascendance of the smartphone. Loneliness rates have doubled since the 1980s, depression rates are up, one in four of us now suffer from the mental illness according to the National Institute of Mental Health. Surgeon General Vivek Murthy says, "Loneliness is next big epidemic." What I'm saying is, yes, I'm using Neil Pasricha's special snowflake story as a way in to the door of this book, but I believe I'm just one example of a general malaise that a lot of us are feeling. I

believe the root of it is that we don't know how to handle failure, we don't know how to handle perceive failure.

Neil:

We aren't as strong. There's a reason the subtitle of this book is how to navigate change, wrestle with failure, and live an intentional life. It's because I want the book to tackle these larger issues that I think a lot of us are feeling on the inside but we can't put words around them. I know, I'm feeling it too.

Dave:

Now, the book you're talking about, by the way, you've written a bunch of them is your latest one, You Are Awesome, and so even that title like gold star central like... What's going on with that? But it's a good book and I haven't even mentioned your podcast called 3 Books where you talk, you ask well-known people the three most impactful books in their life and have a talk about it, which is cool. You're all in and you actually do walk your talk. But, okay, You Are Awesome, you're saying, okay, you sucked it failing and you really were kind of floating around not doing what you wanted to do, putting on a face.

Dave:

By the way, this hits it for me. I was doing this till my early 30s because that's just what you do. It doesn't matter if you're suffering, you put one foot in front of the other and you do it. What threw the switch for you though? Was it the divorce, hitting rock bottom? I mean I went through a rough breakup around that time as well. Was that your trigger or was there something else?

Neil:

Yeah. My parents, so you can't see me if you're listening to this on the podcast. My skin is brown, my parents are brown. My dad is from Amritsar, India. He's Indian. My mom is from Nairobi, Kenya. They have a very conservative Indian culture that I grew up under, which is the way you manage your successes as you become an adult is great work leads to big success leads to being happy, study really hard then you'll get good grades and if you're Indian, you become a doctor or you work really hard, you get promoted, and then you're happy.

Neil:

But as I grew up I kind of followed that model. I went to a good school. I got a nice degree. I met a nice woman. We got married. We bought a house. At age 28, I'm 40 now. At age 28, that all came crumbling down. She told me she didn't love me anymore. My best friend took his own life. This is the impetus behind the TED Talk I eventually gave you afterwards. I then channel all that crazy heartbreak into like frankly just a devastating piece of my life where I lose 40 pounds to the stress.

Neil:

Of course, everybody at work is like, "You look great, man. What's your secret?" That [crosstalk 00:12:59]-

Dave:

Cortisol overload.

Neil:

No food no sleep. That's the secret. I am traumatized by this huge life change. I don't know how to handle it, how to process it. I'm going to sell my house. I started getting therapy. At that time in my life if I go to Google and I type in how to start a blog. I click I'm feeling lucky. I start a blog called 1000awesomethings.com. Why did I do that? Because I thought a thousand was a small number. It sounds tiny, everything's billions and millions in the newspaper, thousand. Why don't I call it awesome things? My mother-in-law at the time, so the mother of the woman that I was married to, pre-divorce. She said about everything, "Well, that's awesome. Well, that's awesome."

Neil:

I had this voice in my head that was cheering. [crosstalk 00:13:44]

Dave:

I like how you changed your voice. "Now, that's awesome."

Neil:

That's awesome. If you go to urban dictionary, by the way, the definition of the word awesome is what Americans call everything. I was like, now, you asked me why this book, You Are Awesome? Well, it's because 1000awesomethings.com turned into The Book of Awesome, The Book of Even More Awesome, The Book of a Holiday. You know this, when people know you by a word and you deviate from that word... My last book was The Happiness Equation. People were like, "Who's that? Who wrote that book? Who is that guy?"

Neil:

They don't know that it's me. This time the publisher was like, "Whatever the title is you got to have that word in there because people know you by that word." The way I came up with the tittle You Are Awesome is I believe, and I do believe this, the world right now is telling everybody that they're not awesome. I believe that the message that you get today from social media, from yourself is that you stink.

Neil:

I believe that social media is no matter how good your dinner is today, Dave, somebody's got a lobster buffet in the Maldives right now, so relatively your life feels worse than them. You can't be the best at anything anymore. I want this title. It's why I pick the bright orange cover with the sun burst and I want to remind people that they have awesome inside them. Then, once you open the book, hopefully, that's the point of the covers, you get the people to open. Then, you go through the path that I went through, the journey and I share lessons [inaudible 00:14:59] and research.

Dave:

Have you ever seen the monkey video with the grapes and the cucumber?

Neil:

No.

Dave:

Okay. You're going to Google for this. Everyone's going to Google for this after this.

Neil:

What do you type in, monkey, grape, cucumber?

Dave:

It'll probably come up and it's about jealousy. There's two monkeys, they can see each other, they're in cages, and they're both trained you put a rock in a little basket and you get a reward. The first monkey puts his rock in a basket and he gets a piece of cucumber. He's all happy he eats it. The next monkey puts a rock in a basket and gets a grape. Okay. Then, the first monkey looks at him and just keeps eating his cucumber. Then, the researcher comes back and I love this. The monkey puts the rock in a basket and he gets a cucumber again. He looks at the cucumber with this look of monkey outrage, he throws the cucumber at the researcher and just goes crazy like jumping around the cage like, "Ah, I need to get a grape. I need to get my grape."

Dave:

You can just see it. You're like, "Oh my god. That's humanity right there doing what we do and that's the emotion that we're having when we didn't have the lobster dinner in the Maldives." Well, I mean, I did but you didn't.

Neil:

Even if you did, you would check online and some would... Again, even Oprah's looking how many followers Justin Bieber has, you know what I'm saying? You can't win. Psychologically, you're at a loss. In addition to that, that's one problem with cellphones is psychological. There's also the physical side, you look at bright screens an hour before bedtime, you know this. Your brain doesn't produce as much melatonin so you don't have deep sleep.

Neil:

You know what? You wake up with lower resilience the next day. What do you do? Instinctively check your cellphone. These days, Dave, when I asked an audience of people, how many of you sleep within 10 feet, 10 feet of your cellphone? Guess what percentage of the audience raises their hand?

Dave:

It's probably 95%.

Neil:

It's actually 95%. You actually got literally [inaudible 00:16:47] you nailed it.

Dave:

I've developed mind reading skills but you haven't yet, have you?

Neil:

That was very, I didn't know you were going to know.

Dave:

Actually, I just made that up. But it seemed like [crosstalk 00:16:58]

Neil:

If you drank a bottle of wine before bed every night, if you slept within 10 feet of a bottle of wine and you drank a bottle of wine when you woke up in the morning, we all label you someone that's an alcoholic. You would know that that's what you are. But with the cellphones today, we all have this so we can't see the addiction. We just can't see it. It is a big reason why our resilience is low. I do, I very much believe that.

Neil:

Part of what I'm advocating in You Are Awesome is this concept of untouchable days. It's a huge, huge part of my book. I advocate the idea of fully untethering yourself from the matrix of everything for one full day per week. Of course, my Jewish friends make fun of me. They're like, "That's called the Sabbath, right?"

Dave:

Yeah.

Neil:

No. I didn't know that. For me, it's called an untouchable day. I scheduled them in my calendar 16 weeks in advance. I have a rule. They can't be deleted but if something more important comes up, they can move between the weekends, and on those days, Dave, I leave my cellphone at home. I actually asked my wife to hide them and I have no internet and access on my laptop. Its typical day, I write 500 words. On an untouchable day, I can write 10 times that amount. There where my podcast and my book kind of come from.

Neil:

I believe there are an ingredient that we were all going to need more of as we think about developing our mental strength. How do we fully unplug from this gigantic tethered internet that we're all sort of living inside of?

Dave:

It's interesting you say that. Part of my story, I had... I'm 47, but I had my own computer when I was 8 years old. There is no one my age who had that because my computer was pre-DOS. It didn't have DOS yet. It was something called CPM. My dad worked-

Neil:

1980 kind of thing?

Dave:

Yeah. That would have been 1980 actually when I had it.

Neil:

[inaudible 00:18:48]

Dave:

Exactly. You pick that up for me. I was also one of the very early, early internet guys. The first guy to sell anything on the internet. I had like a serious email addiction problem when I was 18. Email will go down once a week and I would get super tweaked. I look back on it now, very clearly an addict like, "I'm going to die. I don't have email, what's up?" I'm addicted to Usenet. I went through this whole cycle where I got myself addicted, but it was the same trip where I discovered yak butter tea that had been around for 2000 years.

Dave:

Clearly, I discovered it. But when I first tried it and on that trip, I brought a three-pound laptop. This is in 2004. Three-pound laptops were like \$8000. I'm going to download my email and I go to the internet café and I'd steal their Ethernet and I try to download my email and I had so much spam that I couldn't download spam faster than it arrived because of the slow Chinese internet back then. I ended up going three months off the grid. That was when I had yak butter tea, thought of Bulletproof Coffee. That was when I've had pig's ears, which made me start making collagen as an ingredient. It's now a big deal. I'd used that to fix my knees.

Dave:

All this just crazy things happen to me because I was unplugged and there was no cellphone signal there and I just simply couldn't do email. I think it matters but I don't actually practice that at all right now other than putting my phone in airplane mode every night. Is that good enough?

Neil:

Well, first of all, where do you keep your phone?

Dave:

Well, I have a very clear relationship with my phone. It doesn't come out of airplane mode until I drop my kids off at school. I keep my phone next to my bed because it's monitoring my sleep and it has a gentle wake up alarm that wakes me at the top of a sleep cycle but it serves no function other than as an alarm clock. There's nothing to track. It is turned off. It's in airplane mode. The screen is extra dim and on red mode and all that. I keep it next to the bed but I don't have any sort of information connection to it other than when am I going to wake up.

Neil:

What about on weekends?

Dave:

On weekends, well, I've tracked my sleep every night so I-

Neil:

No. No. Not the sleep but are you using your phone throughout the days?

Dave:

Yeah. Absolutely.

Neil:

Yeah. I'm not going to prescribe you kind of a phone, a kind of like process, but what I do just to share some examples that work for me are, and I think I'm a little bit more addicted than you. I can't do it. If I had my phone on my bed, I would literally be checking. I couldn't stop checking. I wouldn't have that willpower. Won't be using that willpower, I would fall to the level of my systems. In this case, it would be like, "What's the latest text or email?"

Neil:

What I do is I hand Leslie, my wife, I am remarried to kind of close off that loop of that story that I started from 10 years ago. I hand her my phone on Friday nights, Dave, and I say, "Do not give this to me till Monday morning and hide it." So, even throughout the weekend... Now, I know my laptop does have access to most of my stuff so I could flip open the laptop, I don't save my passwords. I'd have to log in to Twitter or whatever if I wanted to.

Neil:

Then, I create some friction that way, otherwise, I intuitively look at it without meaning to. The device is so seductive. What it's doing now, it's pulling my eye contact away from my children. It's pulling my attention away from my family. It's pulling my... People ask me, "Okay, Neil, if you don't have devices at dinner, what do you guys do?" Hilariously, that question come on up which just tells you something about our society today. I say, "Well, you know what we do every night at dinner?" Dave, I'll tell you. We have a game we play. It's called Rose, rose, thorn, bud.

Neil:

You go around the dinner table, everybody has to say a rose from their day, a highlight, a gratitude, it has to be specific. I got an assist in hockey practice, my boss gave me a compliment at the meeting, whatever. Then, another rose, then a thorn, because it's important to get something off your chest. A thorn is something that did not go well. The room is supposed to respond simply with, "Hmm." That's the response, "Hmm." Oh that sucks. That's it. That's all you're supposed to do. Okay? Then, a bud, B-U-D, a bud.

Dave:

[crosstalk 00:22:54] said bud. My kids would be all over that. Okay.

Neil:

Yeah. Bud, B-U-D. Like a bud on a tree. Like B-U-D, bud because it's something you're looking-

Dave:

Like cannabis.

Neil:

Yeah. [inaudible 00:23:04]. No. It's something you're looking forward to. So, whether that's tonight, tomorrow, next weekend, or I want to be living at a villa in Tuscany when I'm 180 with Dave Asprey. It's something you're looking forward to, and that simple gratitude game, Rose, rose, thorn, bud, I will tell you, fills our dinners with an intentional activity with no phones and it increases our connection to our family.

Neil:

This is your [inaudible 00:23:29]. Some of this is a neurochemical game, right? I'm trying to get off dopamine. I want to get back to oxytocin here. I want to get back to touch, kissing, hugs, intimacy, love, those are the chemicals I want in my brain.

Dave:

It's a powerful practice. I don't do that at dinner but we have a rule. Don't use your phone during dinner. I'll put it on the charging station or whatever. I guess I have a harder time on weekends and all because I read on my phone. I actually read stuff [crosstalk 00:24:01] I want to read. I think, "Well, what would I have been doing or what my dad have been doing on a Saturday morning." Reading the newspaper-

Neil:

Yeah.

Dave:

By the way, reading news, I don't consume video news ever. I used news filters to filter out all that crappy, whatever someone did something bad somewhere like I don't care. But there's actually stuff to learn and stuff that's interesting in PubMed and that's valuable time. People will tell themselves a story and I do this with my wife and kids. Like, "Hey, I'm actually reading something. I'm not checking Instagram or Facebook. I'm doing something that I choose to do with my phone." Because I'm sitting at the table and I'm waiting five minutes and no one is here, we're not chatting right now. That's a normal use of tech, which would have been killing a tree a generation ago.

Dave:

It's that line where I don't know exactly where it ends but it seems like how do you, how does someone know if you're ethically using your device versus you're out of control using your device?

Neil:

Well, first of all, you're speaking from a place of deep intentionality. Your mode of living is frankly [crosstalk 00:25:08].

Dave:

I don't know if my wife would agree. Mostly, "Could you put down your phone?" I'm like, "Actually, no. I'm reading."

Neil:

Well, one of the most surprising studies I came across when it comes to this book on resilience and this is partly why my podcast is called 3 Books. It's about books, it's about reading, why? Because one of the most surprising studies is actually from 2011, annual review of psychology. It shows that reading fiction, fiction, fiction. This is hard for people like you and me [crosstalk 00:25:33]

Dave:

I love this.

Neil:

... fiction. Okay? Especially literary fiction, opens up the mirror neurons in the brain, specifically the parts of your brain responsible for compassion, empathy, understanding, and it's best epitomized, in my view, by a quote from Game of Thrones where George RR Martin writes, "A reader lives a thousand lives before he dies. The man who never lives, lives only one." You asked a minute ago what it was like working as director of leadership at a big company. I'll tell you what.

Neil:

The number one derailer for executives who want to go to the next level, like say VP, SVP or something, SVP to C-suite, is EQ. Right? You always get turfed. If you're going to get turfed to that letter for something, like you're not a nice guy in meetings. People don't like working with you. That kind of stuff. The number one way to build EQ is actually reading fiction. You inhabit another conscience, you're another gender in another culture, in another time period.

Neil:

You're a Japanese girl in the 1400s. You know what I'm saying? They've now done MRIs. I think was Emory University or Rice University where they can look at your brain the next day. You're not even reading at the time and the language center parts of your brain are more open. People say, "Why? Why Neal? Why?" I say, "I'll tell you why?" Because when you watch Netflix, guess who's the director? Vince Vaughn or whoever.

Neil:

They picked the actors, what the voices are like, what the background looks like, what the costumes look like, what the music. When you're reading, you have to... You're the director. You have to use so much more of your brain to even read, to be somewhere else.

Neil:

When I interview people for 3 Books, somebody said, "Oh, I picked this book about this sort of this Russian death camp because I found myself shivering when I was reading it." It literally puts your brain as if you're there. One way you can build resilience, I think this all started, by the way, when they put the camera on the front of the iPhone. We are so self-centered now like we think we are the center of everything. Our Instagram profile is just a picture of us and a bunch of different faces.

Neil:

One way to get out of our heads, to get out of ourselves, to build up resilience is to inhabit other consciousness. I can't say that right. The best way to do that is to read more fiction. In terms of the before bed screen stuff, what I would say, what I do say and what I do advocate myself, and you might disagree, Dave, is read fiction from a good book, from a real book because we have 11 hours of screen time already. I'm an advocate for things like independent bookstores and the wandering and discovery process that cannot be replicated from I believe any algorithm other than the human mind and how someone curates the store and/or assortment or a bookshelf, which is why I think people like you and me, you go over to someone's bookshelf when you go to their house.

Dave:

Yeah. Paper books are awesome. I have a love/hate relationship with them. I mean, you mentioned the light before bed thing. It's not just from screens, it's from a reading lamp. I started a company TrueDark. It makes glasses that I use if I'm reading that, but I still prefer to be in a really dark room with glasses on

and a screen that's barely lit or it's funny, you mentioned that study. I posted that study when it came out on social, but another study came out afterwards that showed that listening to a book, activating exactly the same parts of the brain as reading it.

Dave:

What you can do is if you're going to go to the bedroom and you want to be circadian compliant, you can actually put in earphones and turn on an audio book. Then, again, your device has to be there but it can be in airplane mode, and the screen would be turned off and that becomes really interesting where you end up with a story and you have to draw the pictures in your head and that act is going to do the same thing. So, whether you're reading or listening, if it's a story, that's cool.

Dave:

One of my bucket list items is actual I'm going to write a really good fiction book one of these days but I've got a few more non-fiction books in me before I do that. But that's a very different skill set.

Neil:

Yeah. It is and I love that. I didn't know that study. That's great to hear. Now, I'm going to get... I can use it. I interviewed a psychotherapist for 3 Books the other day and she told me one of her three most formative books was Charlotte's Web. She listened to an audio recording of EB White, the author reading it to... To re-listened to it as an adult and what she said and maybe there's a study on this somewhere, is it made me feel like a kid again getting read to and that kicked in part of my mind of the feeling of there's mat, under the covers, or on the carpet at your elementary school we're like being read to is a joy that we give to children and we don't give to ourselves as much as adults.

Neil:

It's a beautiful way to kind of kick back in that, I don't know if you want to call it nostalgia or whatever, but there's some just pure love that happens when you get read to, you know?

Dave:

There really is. It's really weird. My kids still, they can both read. They both read voraciously but they still, they want mom to read to them. [inaudible 00:30:39] they don't want me to read to them as much, I don't know. Maybe I read too fast.

Neil:

You got a good reading voice though.

Dave:

Oh thanks, man. All right, so one of your things from your You Are Awesome book is unplug and actually read a book. I couldn't agree with you more. It's funny New Years, turn of the decade, I met this party with a bunch of authors and entrepreneurs and we're doing this like big mastermind run by JJ Virgin, who's been on the show a couple times. One of the things we did is we went around and said, "Name a book that's been most impactful?" There's 25 people and everyone is business book, and a marketing book, or a personal development book. I named one of those too, and then at the very end, I'm like, "Actually, I forgot like this one fiction book."

Dave:

I'll save that for when I come on your show to talk about a fiction book. I said, "Because..." I cited the same study you cited, "Because if you don't read fiction your brain is not going to work." Then, I was like, "Oh, yeah that's right." We had this whole big long discussion of our favorite fiction books that wasn't on our agenda because it's so important. I'm happy you bring that up. That's an amazing way for people to reconnect and just do something. Only the last two years I have become really intentional about taking time to do that.

Dave:

That's one thing, but you got nine other things in You Are Awesome.

Neil:

Yes. I do. I got lots of stuff.

Dave:

Tell me something else.

Neil:

Sure. Remember when I said you got to get rid of the cellphone in the bedroom?

Dave:

That's one thing, but you've got nine other things in You Are Awesome.

Neil:

Yes, I do. I got lots of stuff.

Dave:

Tell me something else.

Neil:

Sure. Remember I said you got to get rid of the cellphone in the bedroom and you said, "Well, Neil, that's for you. For me, it's a really dim airplane moded alarm clock." For other people listening that are like, "Okay. I'm with you. [inaudible 00:32:23] I'll plug it in the basement to create some more kind of geographical friction between me and my thing." By the way, buy the alarm clock if you need to.

Neil:

I say, "You need to start your day with a two-minute warning practice that builds your mental resilience before you start the day." Too many of us, Dave, unlike you, are getting jostled mentally when we wake up, whether that's a buzzing alarm clock, a screaming baby, a Trump tweet, someone is controlling our mind right when we wake up. I say the average person is awake for 1000 minutes a day. My argument is can you take two of them to build mental strength?

Neil:

If you say, "Yes, Neil. I can do that." I say, "Here's what you do." You have a pen, I keep a stack of cue cards or a copy of a journal called two-minute mornings on my bed. I open it up, there's three prompts. Every day I fill it out. I shouldn't say everything. Almost every day I fill it out. It is I will let go of, I am grateful for, and I will focus on.

Neil:

The first one is probably the most important. It is called I will let go of. It is based on the study from Science Magazine by Brassens, B-R-A-S-S-E-N, and colleagues that showed, if we can minimize regrets as we age, we actually live a more content and happy life. But here's the thing, I researched this for You Are Awesome, it turns out that religion knows this. I believe confession is good for the soul.

Dave:

Oh, yeah. Forgiveness is a core part of almost everything. Yeah.

Neil:

Confession chamber, Catholic confession chamber. Bless me father for I've sinned. They put big Tony and a vice under the deli. You know what I'm saying? It's not just Catholicism. It's also Mormonism, Buddhism, Islam, Judaism. But you know what? According to National Geographic what the fastest-growing religion is in the world?

Dave:

No idea.

Neil:

No religion.

Dave:

I was going to say that. I don't know that any of them are growing that rapidly.

Neil:

So no religion is the fastest growing religion.

Dave:

I thought you're going to name a multi-level marketing company and that would be-

Neil:

Countries like France and the UK and Australia are about to tip over in a secular majority. Mean that many of us, including me. We don't have a confession chamber in our life, right? I believe this is partly why sites like PostSecret.com have exploded. People mail Frank Warren a million post or confessions turn into 6th New York Times bestselling books, postsecret.com. Why? Because we need a place to confess.

Neil:

I will let go of, based on the research, actually, crystallizes and ejects an anxiety. I will let go of the fact that 3 Books is not as big as Dave Asprey's podcast. I will let go over the five pounds I gained over the holidays. I will let go of the fact that I went to bed too late last night and I knew I would screw up my day and I did. I will let go of that. It lets it disappear from the front of your brain and kind of get out the back, okay? You don't think about it all day if you can write it down and you can remove it.

Neil:

The second thing I am grateful for, we don't need to belabor this because we you've probably hammered this home a million times. Emmons & McCullough shows if you can write down 10 things you're grateful for at the end of every week, not only are you happier after 10 weeks, you're also physically healthier. Most important thing though, Dave, most people forget this. It's got to be specific. You can't write my husband, my kid, and my dog. You can't write that down. You got to write, "When Marco put the toilet seat down. When my baby Tyler gave me a drawing he did at school. When Trooper learned how to shake a paw."

Neil:

Specificity is the key here because otherwise you aren't carving that neural pathway the right spot and the last one, I will focus on, look, when you talk to people why you're stressed, why you're feeling so anxious. A lot of them say, "I got too much to do, too busy. My to-do list is too high." The point is we are all suffering from decision fatigue and the phrase I will focus on forces you to take 30 seconds or a minute in the morning and say, "Hmm. What's my one big thing today? What's my one thing?"

Neil:

Carving a will-do list from your endless could do should do. Again, this is I will let go of, I am grateful for, and I will focus on a two-minute morning practice to make the other 998 minutes stronger and more resilient.

Dave:

Okay. I love that. What's another one from You Are Awesome? I mean, we're only going to talk about three of them, which is apparently a magic number given that your 3 Books podcast, but you've got nine in the book. We've hit the disconnect one, and then we just hit this one or what's another one that's really impactful?

Neil:

Well, here's one thing I talk about a lot in the book is the idea of telling yourself a different story. It turns out that there's a study called the end of history illusion. I don't know if you... I'm sure you have heard of Daniel Gilbert. He's the guy that wrote Stumbling on Happiness. He's a Harvard psychologist. He wrote that, it's something is like the book with the apple, the bowl of cherries kind of tipping over on the cover.

Neil:

He went through a really rough year like a few years ago, like a loss of a marriage and a loss of some friends and unlike people like me like who just are like, "Man, what a bum year. I got to start a blog about fat baseball players and then wearing warm underwear [crosstalk 00:37:19]." This guy did a nice 19,000-person research study and his research study went as follows. He said, "When I went through my horrible year, I presumed a year later, I would be in the throes of pain still but turns out I was okay."

Neil:

I hated this study, 19,000 people, Dave, and they asked all them two questions. First question, "So, tell me what the last 10 years of your life?" Everybody painted a tempestuous portrait of their infinite ups and downs. "I was married to Mark, we got divorced. I married Joe. I went to this job. I thought I was going to be there forever but I got turfed, and then it changed, blah-blah-blah. We moved three times."

Neil:

"Oh," the researcher said. "What about the next 10 years?" Well, guess what, Dave. Everyone's like, "Well, I'll still be married to Joe and certainly I'll still be a VP at Tasko Inc and well, I'm sure we'll definitely still be in Cincinnati." The idea is in this study, we all universally fail. This is done with people from age 20 to age 70. We all universally fail.

Neil:

We know the past was totally up and down but we've refused to think the future will be changing. The researchers called this study, it's literally labeled, a great phrase, The End of History Illusion. You mentioned Walmart and my time there. You painted my sexiest job, which is director of leadership development. What you don't know is that the job I started with was not sexy. I started there helping people fire people.

Dave:

Oh, HR. Yikes.

Neil:

Someone likes say person A is firing person B. My job was to coach person A the day before, help them with the paper, sit in the room, and then in the room my obligation and responsibly transferred immediately to person B. I'm empathetic. I'm supporting. I'm helping them understand. I'm walking them to their car. I'm at their trunk with them as they're packing up their office. It's very, very, very hard job and I lost a lot of sleep over it. Why do I tell you that? Because every single person in the parking lot said, "Neil, what am I going to do now? This is the worst thing that's ever happened to me. My life is over. I'll never find anything again."

Neil:

Guess what, Dave? As you know, [inaudible 00:39:23] kind of small, retail is even smaller [inaudible 00:39:26] these people, again, and guess what all of them tell me. You're too late or [inaudible 00:39:31] best thing that's ever happened to me. I never would have been able to go visit my family in Peru. I wouldn't have had time with my daughter after her miscarriage. I wouldn't started this company that I have always dreamed about but I always talked myself out of it. I'm at a smaller company now.

Neil:

My point is the end of history illusion applies to all of us when you go through that divorce, when you go through that loss, when you go through... When you get dumped from your job, you believe everything is over. I'll be in my parent's basement forever circling want ads on monster.com. That's our common human perception. What the research tells us is that actually it's false.

Neil:

That is a lie you were telling yourself a way to get out of that is I use a few questions. I call them three questions in the book. You say, you ask yourself three questions. Number one, will this matter on my deathbed? You know how many people get upset about fender-benders? You'll never remember that on your deathbed.

Dave:

Totally true.

Neil:

Next question is, can I do something about it? Can I do something about it? If you can, go ahead and do it, and if you can't, you can't. It's the Serenity Prayer. God grant me the wisdom to know the difference and what I can change and what I can't. The third question is, is this the story I am telling myself? I got to tell you, Dave. Most of what I hear people say when they tell me that they're stressed or they're anxious or they're feeling low resilience, is a story, not a fact.

Neil:

They say, "I failed my parents." I say, "Why?" They say, "Because I failed biology." I said, "No. You failed biology. You didn't fail your parents." They say, "Oh, nobody trusts me." I said, "Why?" They say, "Oh, I'm always... I drink too much. No one trusts me." I said, "Oh, maybe you drink too much." That's a step... So, you know what I mean? We layer, we lacquer on to our own core identities this idea that we are much more flawed and much more troubled than we actually are. If we husk away the stories at the root of it, you got a biology problem. You don't have a parental problem. You got an alcohol problem. You don't get a trust.

Neil:

Work on the core objective truth. Those three questions help jostle my mind. They're a way to build resilience and I lack... I kind of threw in that study, end of history illusion, because it's what opens up our, especially for your audience and you're still research-focused, this is kind of the proof point, right? That we all have this tendency that otherwise think that life is over.

Dave:

It's really true. I've been working a lot with my kids with that right now. My brother hit me, my sister hit me, whatever and they did it because. I'm like, "Hold on a second here." Now, the first part of the sentence may be true. Although you might have left out the fact that you hit them first. But like that's measurable, but the reason they did it, did you ask them that reason and did they tell you the truth?

Dave:

Because, otherwise, everything after that, it's like blah-blah-blah. You're not telling anything other than a story and it's a story that isn't true, even though it feels true. That's a really big thing because someone coming off a traffic, it's because they think they're better than me, and like, "Oh, whatever." I learned because I used to have a really serious like, I had bulging muscles on my middle finger for a reason when I would drive because I used it a lot [crosstalk 00:42:48]

Neil:

[crosstalk 00:42:48]

Dave:

It was years ago. I'm pretty mellow now. But I would, I realize, the story was that. They disrespected me and they think I'm not important or whatever. Now, this story is like, "Oh, they're on the way to the hospital to see their dying mom or whatever."

Neil:

Exactly.

Dave:

It's all BS. I don't know why they did it. Really, they probably did it because they're just big assholes, but I have to tell myself that story so I'm just going to make up a story that makes me happy because it's less expensive for me to make up that story than to make up an angry story, right?

Neil:

I love that word expensive too because you're talking about all the internal biology that happens inside when... It's a Seneca quote, "Jealousy and anger damage the vessels more than the target." Right? There's a great commencement speech by David Foster Wallace called this is water where he really articulates that idea that the idea that somebody racing past you on the highway maybe rushing their wife to the hospital and it could, is it true? Not necessarily, but could it be? Let your mind sit there. That's a place of more love and empathy.

Neil:

By the way, you said the thing about your kids and I love that story, but part of what I'm talking about is the self-talk, right? What happened after my doors? Well, I'm ugly I'm unmarriageable. I'm unworthy of love. Nobody will ever date me. I'm troubled. I'm marked. I'm a failure. I'm a divorced guy. See, these are some stories I layered on there. Grade nine gym class, Dave.

Neil:

I don't know. This is chapter four of my book. My grade nine gym teacher makes a wisecrack, which I could get in... It turns out I... So, I had one ball. I'll just tell quickly. One ball, I didn't know, nobody, I didn't know anyone else that did. I just didn't know because I, before the internet like I didn't know like. It was just like, we have one nose, we got one mouth, we got one Adam's apple. I was like we got a one-digit streak kind of going down the body here.

Neil:

Then, my gym teacher in grade nine gym was like, "Oh, yeah. I remember once in a European bodybuilding tournament, I crushed a guy's testicle." Everyone was, the whole class was like, "Oh." He's like, "Yeah. Yeah. We all called him half a man after that." Everyone bursts out laughing. I was like, "Oh, my gosh. Other people have too. I'm disfigured. I'm unlovable. I might have a high pitched voice. I might never have children."

Neil:

The very first thing I yahooped when the internet came out was testicular implants.

Dave:

Wow.

Neil:

Okay? Guess what I found? A whole world of them. You can surgically implant like fake balls.

Dave:

I thought about getting eight of them implanted just to be kind of, it'd be kind of awesome.

Neil:

It's big balls [inaudible 00:45:27] a number of. That guy's got a lot of balls.

Dave:

[inaudible 00:45:30] redundant, array of expensive balls. That's my strategy.

Neil:

But the point of the story was that, this is what happens to us.

Dave:

Yeah. It affected you.

Neil:

This is what we do. We tell ourselves a story that we are unworthy of love. It's lowering our resilience. It lowers stress. I share the story in the book. [inaudible 00:45:46] I wasn't sure if I should put in it. But I was like, "I put it in..." You know how many people I get? You know how many emails I get now from people saying like, "Guess what? That's me too." One of my best friends, I've grown up with since I was 10 years old called me up after You Are Awesome came out. He's like, "Neil..." I won't say his name. He's like, "Neil, I have one ball. I can't believe you wrote that." It's like one of my best friends, Dave.

Dave:

Wow.

Neil:

[inaudible 00:46:07] that's crazy. The amount that we can connect if we share this. You know this. You do this.

Dave:

It's true. There's a lot of humanizing elements where people don't share what's going on and Lewis Howes, wrote this Mask of Masculinity book and he's a friend. I've been on the show, been at his show et cetera, et cetera, but he was like, "Okay. I'm this pro football, tall, tough dude," but talking about vulnerability and all that. A lot of this is people won't say what's actually going in their head because it's too shameful and all that and at a certain point, you just realize, "I'm done with that."

Dave:

So, part of that You Are Awesome thing is realizing the things you're actually think are shameful, everybody else is thinking them too, they're not just saying it. At that point, "Huh." All the stuff that was stressing you out is maybe a less stressful than you thought it was going to be.

Neil:

Yeah. It serves to further connect you in an area of loneliness, it furthers build your confidence in an area where vulnerability and trust is so important but we have so much less of it because we can't believe what we see as much and look, 10 years ago I did that TED Talk that you wrote about 10 years ago. That was the first time I publicly talked about my [inaudible 00:47:17]. I was even too embarrassed to talk about the thing, but it brought, it created an avenue and a pathway for which I could connect with people and that has turned into everything for me.

Neil:

I wouldn't be on your podcast 10 years later talking about my seventh book if it wasn't for that TED Talk that I was super, super nervous to give. You have to share if you want to connect.

Dave:

It's funny. People who haven't... Like there's paths of, phases of life. So, mid 20s, late 20s, you start realizing some of your friends are pairing off. They're starting to get married and you end up saying, "I'm going to do all these fun things and you spend every other weekend going to a friend's wedding." Starting around like 27 through 33. Then, you get a little bit of reprieve, and then some of your kids, some of your friends might start having kids, and then all of a sudden I got all these parties for whatever you call the baby parties, baby showers.

Dave:

Then, it's like, "Oh, no." All the divorce parties start happening except they're not parties. If you're at the early curve of your friend group doing that, like to call up your friends, you go, "Oh, my god. I failed. I failed at my relationship. I failed at being a man or being a woman or being a husband or being a wife," or whatever it is, and whatever your thing is. I mean, it is seriously scary and traumatic and all that stuff. Then, you have all these stories about, "Oh, I won't be able to go out with my friends anymore because I don't have a partner," and all of this is weird and none of it's true.

Dave:

Then, when half your friends end up getting divorced. They all go through the same thing. It's so funny because it's predictable what's going to happen, and the people who are wise just read a book about it or get a therapist and just say, "Look, just talk to a friend who's been divorced." They go, "Yeah. I'll do that." It's one of the reasons I've advocated for a long time." In fact, my new year's resolution I shared with people is, "Look, find a friend who's 25 years older than you or 25 years younger than you."

Neil:

Oh, that's great. I already like it. Keep going.

Dave:

It's like something you're going to do anyway and that like it's, getting friends you're probably going to do and you might actually achieve this New Year's resolution because you don't have to do something

every day and it's not something you're either lose or fail at but the difference in quality of life if you can call someone who's 25 years older than you and say, "I'm going through this weird stuff." They're like, "Oh, yeah. I did that three times and I finally learned..." Then, they share all that wisdom for free and they're happy to do it, and if you're the old guy, you're like, "Man, I just saved that person a huge amount of work."

Dave:

You feel good about it. Everybody wins. My closest friends are in their 70s. I learned so much from them and we love hanging out and I get to work with people who are 20 years younger than me and the ones who will sit down and be truthful with me and honest and I'll tell them the truth. I don't know. It's really satisfying and it keeps you young and it makes you wise if you're younger.

Dave:

But to your point there about how you felt about your divorce. Everyone who's ever been divorced felt like you felt, you just, you were the one who had the courage to talk about it, which makes it less shameful.

Neil:

I love that that's your New Year's resolution. I have believed from a very long time that we have a huge gap in our society on intergenerational kind of wisdom transfer, I have intergenerational friendships. That's one of my awesome things in *The Book of Awesome*. I've intergenerational dancing in *The Book of Awesome*. I believe, and in *The Happiness Equation*, in my last book, I have a whole chapter called *Never Retire*.

Neil:

This is my whole philosophy on the idea that retirements are fake and outdated concept that belies kind of what we naturally want to do. There's this is a thing called activity theory. Retirement was invented in late the 1800s by this German Chancellor called Otto von Bismarck when the unemployment in Germany was over 25%. He's like, "I'll pay you some money if you're 65." Why? Because 67 was how long people lived. This whole thing is bunk.

Neil:

You do who I get the most emails from, Dave? This is kind of playing directly to your befriending 70-year-old thing. Older people who email me and saying, "I feel as though the amount of wisdom I have attained in life is totally disrespected, not counted, discounted, worth noting in my organization or my company or my community. They just give me the bump. Like I got, like this old man can't learn new tricks.

Neil:

It breaks my heart to get notes like that. People are like, "What do I do? How do I start again?" I'm like, "We're doing it wrong if we think that the people older than us have less than us." That's a mistake.

Dave:

Yeah. The wisdom of the tribal elder is something we've done for thousands of years for good reason, and part of the reason that I'm really interested in anti-aging and the first chapter in *Super Human*, I

talked about this deficiency of older people today who have the energy, willpower, and ability to go out and give back at the way they want to, and then how we have a problem with people who are younger saying, "I'm too busy or I don't care." I find huge amounts of value from forming those friendships. I think had I had that when I went through a bad breakup earlier in life, it would have probably saved me a lot of pain versus doing what you did at Walmart, what I did for the first 10-plus years my career is you fake it.

Dave:

It doesn't matter if you feel like crap and you're utterly anxious and sad and irritated. You show up to the meeting and you nod your head and take notes and do you're supposed to do, and then just kind of don't let people see what's going on, and that's pretty dysfunctional. I get you there.

Neil:

Do you know what they call a retirement in Okinawa, Japan? Which by the way as I'm sure you probably know has the highest percentage of... Like a people over 100 than anywhere in the world.

Dave:

I have no idea.

Neil:

They don't have the word for it.

Dave:

Wow.

Neil:

They have no word. They have no... There's no Okinawan word for retirement. Instead they have a word called ikigai, I-K-I-G-A-I, ikigai, which roughly translates as the reason you get out of bed in the morning.

Dave:

I thought that was my favorite kind of sushi.

Neil:

Or the person you wake up beside for a lot of people but [crosstalk 00:53:18]-

Dave:

[crosstalk 00:53:18]

Neil:

... [inaudible 00:53:20] it comes from Dan Buettner whose own study, National Geographic, and basically what they say is... I gave Leslie this for Christmas as a present a couple years ago. It's like a little card. It's like you could just take a cue card and fold them in half. It's just says, "My ikigai is..." That's it. She wrote down building empathy, because she's an elementary school teacher. I wrote down helping people live happy lives for the work I do. We leave it on our bedside table, and when you wake up, before you do

your two-minute mornings, you open your eyes, you know your ikigai. You know your purpose. You know your bigger reason.

Dave:

That's really powerful. I love that. It's a big part of it. It's why I want to have you on the show because just being intentional about this, you've learned from it, you're willing to go out there and there's something valuable about studying leadership and culture at large companies. One of my earlier guests on the show, Stew Friedman is one of my professors from Wharton who was in the top 100 executive leaders at Ford and was one of the... In fact, he was the first person who got me in Business School to really think about, hey, what's the ROI on these activities you do?

Dave:

If you want to have something going on with your community and with your health or with your friends or these different domains of life that affect your happiness, what if you could do one thing that checked off both boxes? Like go for a workout with a friend so you get your health and you friend boxes ticked and just teaching people early on in their careers, here's how to be conscious of that. But you're sort of pushing the same thought process there.

Dave:

His came from talking to leaders at a large company over the course of time about what caused them to be happy or not be happy. You had a similar experience and you ended up with a very interesting list of experience. I think you had almost an academic level of ability to just see so many cases that you can see patterns that a normal person wouldn't see because you wouldn't have this ability to look behind the brains of these executives saying, "How do I become better?" It's a cool perspective to have and it comes through in your book.

Neil:

Thanks. I think organizations are doing a lot of things right and I think they're doing a lot of things wrong. I'll tell you two words that I'd like to introduce back into corporations right now if I could. Number one is the word demotion. I think that word is so soured when you get people the option of demoting themselves, this is also related to that a tribal elder thing. "Hey, Tony, you don't really cut it anymore as a VP. You want to be a director again or get a package?"

Neil:

Tony will always take the package because Tony wants to save face. Nobody in the organization wants to take the lower job. Meanwhile, you fired the coach of the Dallas Cowboys, what are they talking about? Offensive coordinator for the Giants. In some industries, it's okay to go down a level or you go to the bullpen if you're a starting pitcher or whatever, right? But somehow in organizations, we don't accept that. We think, you got to get out, you got to leave, you got to save face. If you get demoted, it's a bad thing.

Neil:

What I'd like to say is, "No. It's a good thing." It retains knowledge in an organization, it puts you in a place where you can spread knowledge and you don't lose the tribal knowledge from the organization. That's a big problem right now because we think demotions are a bad thing. Other thing that I'd like to, the other word I want to reintroduce organizations is lunch hour.

Neil:

Lunch hour. Somehow lunch hour disappeared in companies. Now, no one takes it and if they do it's all together with everyone's on their cellphone. This is not lunch hour. This is forced mingling. I'm talking like drive away from work with no cellphone and take a nap in the park. I'm talking like lunch hour. The idea that your brain needs a total peace of solitude in order to recharge and reenergize for your afternoon or however you define it for your body and your mind but this warrior mentality is so stale and it's just horrible.

Dave:

I love your mindset. Neil, thank you for coming on Bulletproof Radio. You've got a very interesting way of looking at things and you're really just raw and real about it. It comes through too in your podcast. Your podcast is 3 Books. Your new book is You Are Awesome. The ultimate gold star name. Okay. That's not your subtitle but people remember that.

Dave:

Something we didn't get to talk about, your website is 3books.co for your podcast. You actually release your podcast according to the lunar calendar. So, anytime the moon is full or the moon is either waxing or waning at its fullest, you release your podcast, which is super unusual and very old-school and just noteworthy. I like that about it. It's kind of cool [crosstalk 00:57:58]-

Neil:

I don't trust the Gregorian calendar, nobody knows how many days February has in daylight savings time [inaudible 00:58:03]. Lunar calendars 30,000 years old, not 500 years old like the Gregorian calendar, it's been here before us, it'll be here after us, you can trust it, it's grounded, it's real, its long-term like books, like you, Dave, and like the work we're trying to do.

Dave:

Thanks, man. If you liked today's episode, you know what to do. Go out there and read You Are Awesome. If you did like today's episode, you know what to do too. Go through and read something else. If you like it or you don't like it, leave a review. That's how you say thanks. Have an awesome day.