

Speaker 2 ([00:00:12](#)):

You're listening to the journey on podcast with Warwick Schiller. Warwick is a horseman trainer, international clinician and author, whose mission is to help people achieve a deeper connection with their horses through his transformational training program. .

Warwick Schiller ([00:00:35](#)):

Welcome back to the Journey On podcast. I'm your host Warwick Schiller And my guest today is a lady named Lynn Carnes, and I was a lean has a podcast called creative spirits unleashed. And I was a guest on her podcast sometime last year, I believe. And I thought it was a one-off sort of a thing. And then early that she were at a big running show in Arizona. And I got a message from Lynn saying she was going to be there because she was in town and a friend of hers owns a big time reining horse. And so she came out to the riding show and we spent the day watching the show and chatting about life. And I thought you would be an amazing podcast guests. So she's going to be my guest today. And I'm just going to read a little bit of her website here. She says, hi, I'm Lynn Carnes. My official title is executive coach focusing deeply on leadership. My unofficial title is professional unleashed. Focusing on unleashing you, if you believe you have to choose between performing under pressure and having work-life balance, you might be making a false choice. What if you need both in order to get what you want? So that's directly from liens websites. So this is going to be an absolutely fascinating conversation with a fascinating lady. Hope you enjoy [inaudible]

Warwick Schiller ([00:01:56](#)):

Lynn Carnes. Welcome to the journey on podcast.

Lynn Carnes ([00:01:58](#)):

Thank you so much. I'm thrilled to be here.

Warwick Schiller ([00:02:01](#)):

Oh, I'm excited about excited about hearing your journey to becoming an executive coach focused on leadership. I mean, that's that's quite the title there. We might as well just dive right in. Cause I'm really interested to know you. I know a bit about you. You were at like, you know, you were on the high flyer, corporate world in the banking sector in the nineties in some things happened that maybe led you to view the world differently. What what went on there?

Lynn Carnes ([00:02:33](#)):

Well, so several things happened and it's been evolving even still over the last 20 years, but at one point I had just gotten married and remarried. I had a 12 year old daughter I'm in a corporate meeting. You know, like the dining hall, like we have these like fancy dining rooms and I'm wooing a client. This is before cell phones and the maitre D came over and interrupted me and said, I had an emergency phone call and my daughter had been taken to the principal's office with a bottle of pills. She had planned to kill herself that day. So I don't, I won't say that was my first wake up call, but that one smacked me pretty good. And we started a process of, well, it took several years after that, even for me to start coming to my senses, to realize my contribution to her pain. But that was one of the more stunning experiences along the journey that said, Lynn, you got to change something because if you don't, she's going to die, you're going to die. And you're not making people around you any better. You're making them worse.

Warwick Schiller ([00:03:53](#)):

Wow. That's that's quite a slap in the face in it.

Lynn Carnes ([00:03:58](#)):

It was, it was a slap in the face. Now I'll fast forward. You know, she is alive and well and amazing, but the journey that we had together and the journey I had to have actually on my own, that was the interesting part because what I really wanted was not to have to take responsibility for what was going on. And there was a moment and this was a few years later, she had, I sent her to a therapist right after that event. And she was so good at giving you what you wanted, her demeanor. She should play poker because she can hide her feelings better than anybody I'd ever seen. Cause she's super sensitive. And so she'd learned to hide all that. She's learned to shut that down. And I've often felt like some of her addiction issues because she later became a drug addict was medicating away what she, what the data she could get, that the feelings that she would feel from being so sensitive. And, but I sent her to a psychologist, a classic clinical psychologist, okay. To help her get better mainly so that I could be better. Like I needed at that stage of my emotional growth. I just needed somebody to tell me I was okay as a mother, even though I frankly was not okay as a mother. So I took her there, and then

Warwick Schiller ([00:05:22](#)):

Which I think every parent is doing the best that they can with the knowledge that they currently have kind of like, you know, people with the horses too. So sorry. I just wondered.

Lynn Carnes ([00:05:33](#)):

Well, I think that's very true and now I can look back on it and say I needed help. And thank God I got it in some amazing ways. So she, then there was a time, a little bit later I was in this corporate world and I was learning how to facilitate meetings. And that's what led me into becoming an executive coach because I was really enjoying, get, not getting up in front of a, but actually learning to have a give and take with people in the room, which is not actually that normal. I was running a training, huge training division at, at this bank. And they had always trained everybody by just standing up and talking at them, which basically doesn't teach anybody anything. And we were learning how to have a given tank where people could actually discover where they could take responsibility for their learning, where they actually could make mistakes, where they could learn and really learn, not like regurgitate because you know, it really doesn't help to regurgitate.

Lynn Carnes ([00:06:31](#)):

That's not learning, but I had been in front of the room and done something. I don't know. I had like gotten in a fight with somebody and in a corporate world of fight, does it look like a bar fight? It looks like a I'm right. You're wrong fight. And so, so I was trying to excuse a way my behavior. And I looked at this facilitator trainer who gave me such a gift this day. Cause I was like explaining to him, well, if you just knew how bad my life is, my daughter, you know, I'm always worried. I'm going to get a phone call. She might kill herself or whatever. And he just stopped. And he looked at me and he says, you have to do something about that. You have a responsibility to quit, wishing it away and stop trying to be right. And now you need to go do something about it.

Lynn Carnes ([00:07:19](#)):

And that was right about the time I got the book, the artist's way, which is one of my very all-time favorite books. This was like in the late nineties. And I started working through that and I didn't know this until last year. The artist's way is built around the 12 step recovery program. So it's 12 chapters and it's recovering every chapter I think is recovering something or the other. And you actually do the book. You don't just read the book. And one step by one step at a time, I started writing things down, making discoveries about myself. And at the same time I was starting to get my first coaching and so forth and starting to see how much responsibility I could take for my life without having to feel so frankly, so about myself.

Warwick Schiller ([00:08:16](#)):

Wow. That's you know, that whole, the story you're telling yourself about yourself is, you know, for me, and I think it's the same way for a lot of people, you do it all your life and you don't even know you do it. And it's an, I think a turning point is when you discover the story, you've been telling yourself about yourself, cause it's kind of on autopilot back there and we're our own worst enemies that way. And I think that's, yeah, that's been a huge eye opener for me.

Lynn Carnes ([00:08:50](#)):

It was certainly for me because to get it out on paper, like one, the, one of the exercises in the artist's way is to actually put a name to those different voices that are telling you those stories about yourself. Cause it's never just one aspect. Like we have all these different facets

Warwick Schiller ([00:09:09](#)):

Because the EDBD committee, it's

Lynn Carnes ([00:09:11](#)):

An, any bitty committee. And I had Wilma the wimp and Betty, the and these different characters in my mind who I could spot. You know, when I finally gave him a name now, whether I could do anything about it, meaningful, there were some things that took years and years and years, and that's where the horses came in because frankly, Wilma, the wimp didn't even have a shot at couraging herself until I started working with the horses. And I've actually started using courage as a verb,

Warwick Schiller ([00:09:46](#)):

Courage as a verb.

Lynn Carnes ([00:09:48](#)):

Right, right. Because couraging is a thing we can do for ourselves, which is, you know, to me, courage is operating in the, how do I, how do I want to say this? It's not operating as if there is no fear, but operating in spite of the fear and taking good action in spite of the fear.

Warwick Schiller ([00:10:13](#)):

Wow. That's I asked you one question and boom, we went

Lynn Carnes ([00:10:19](#)):

Right there.

Warwick Schiller ([00:10:22](#)):

You did dive in. Good job. Now let's back up and unpack that a little bit. Can I ask you some questions about your daughter?

Lynn Carnes ([00:10:28](#)):

Absolutely fire away and I've got full permission from her to share anything. So

Warwick Schiller ([00:10:33](#)):

When you received that phone call, I'm guessing you had no idea that she had any thoughts about self harm or any of that sort of thing.

Lynn Carnes ([00:10:48](#)):

I had zero idea because my receptors were so shut down. If I had been paying attention, there were warning signs everywhere, but my receptors were so shut down. And I think I intentionally did that to myself, like way back in junior high. I think I might've been born as sensitive as my daughter. But didn't have anybody to explain to. And I think my mother might've been a sensitive person as well. But she didn't explain to me what was going on. She didn't know what was going on and she was doing the best she could. I was doing the best I could, but I remember I, I can take myself back to the kitchen of one of my junior high friends. And I, I got the, I got this really distinct feeling that what she was saying and what she meant were two different things like that.

Lynn Carnes ([00:11:40](#)):

There was an incongruity, but if I looked at the incongruity, it, this is going to sound so shallow. I'm sorry, but I'm going to say it. I would then not have her as a friend. And she was one of the popular kids and I want it to be one of the popular kids. So I want it to be, I want it to be the long and I didn't want to get kicked out of that little social circle. So I chose to shut it. It's almost like I it's almost like I reached over and to turn a knob and said, we're shutting that off. And for the rest of my life up until Jennifer's that day when I got that news, I didn't have it on because I couldn't take the information that was coming.

Warwick Schiller ([00:12:23](#)):

You know, that, that you know, wanting to be socially accepted is a very strong human trait. I read a book a few years ago, it was a big fat book was like war and peace sort of thing. It was called the 10 types of humans. And it was written by a guy. He was a, a QC from England. So a QC is a Queen's counselor. So he's like a Supreme court justice.

Warwick Schiller ([00:12:49](#)):

And he had jurisdiction over a number of like war crimes, trials crimes against humanity trials, things like that. Anyway, the book is the books, not the premise of the book is not there's 10 types of humans. The book is that there's 10 types of humans and we all have a bit of each, one of them. And one of them, one of the chapters is on, on that right there that they're doing things to fit in. And there was a great study in that, that he brought up in that book about some fish off the coast of Australia on the great barrier reef that there they, one of the most studied fish on the planet. So we know a lot about them. And these, these fish does this funny thing where the fish will swim up beside each other and kind of

just flooded next to each other and then go away and go up beside another one in flooding next to them.

Warwick Schiller ([00:13:45](#)):

And they couldn't figure out if it was a mating dance or what the hell it was. And it turns out there's a hierarchy in this school of fish. There's this type of fish. And what the Fisher actually doing is you have to stay yours. You have to stay smaller than the fish above you. And so these fish, what they do, they swim up to other fish and flooded beside them and figure out, am I getting too big? If I'm getting too big, they go on self-imposed diets. And there was a percentage is like 0.08, seven or something rather is the size that if you get bigger than that, and what the facial worried about is if you get bigger than the one above you, the whole school of fish kicks you out off the reef and you're out in the, you know, your chest you're you're you're shunned. And there was, yeah, that was whole chapter in that book on that. And it was it just, just things like that, but that, yeah, so you shouldn't beat yourself up over that because that is a very, very strong survival instinct in it.

Lynn Carnes ([00:15:03](#)):

Well, I think we're wired for it. Like I heard gab gab, our motto, who's an addiction physician. He says, you know, his premise around addiction is it is not an illness in the way that we think of it, but that it's us trying to fill that hole of connection. And he said, you know, we have two core human needs attachment and self-expression and attachment is where that survival connection stuff is. And he said, and given the choice, we're always going to go to attachment because that's where our survival is. And so I think that's where I was, and I didn't understand it. And of course, mass loss Maslow said the same thing in his hierarchy of needs, which I've been doing a lot of work with that lightly, you doing some culture work in a big in one of my clients who happens to be a hospital, which is very busy right now.

Lynn Carnes ([00:15:54](#)):

But in that, what I've learned in doing that research is Maslow. Didn't do the pyramid. He did some consultant in the sixties drew that pyramid and his actually I've read his actual research paper. And he does talk about a hierarchy of needs because this attachment versus self-expression where our survival has to come first. Right. Or else we're just going to go dive off of buildings and think we can fly. But I like, there's a new, there's a guy who wrote a book called transcend the new science of self-actualization and he uses for Matt and he's a Maslow junkie. He uses a sailboat as the metaphor. And that makes a lot more sense to me. So the boat is like the attachment side to me, where the boat is, where we take care of it, make sure there's no holes in it, you know, keep it good and steady. That's where our trust and connection with other people are. But the sales is what moves us forward and helps us grow. And that's the self-expressive side, you know, wherever we go, it's called transcend the new science of self-actualization by Scott, Barry Kaufman.

Warwick Schiller ([00:17:05](#)):

Yeah.

Lynn Carnes ([00:17:07](#)):

And then you don't have to worry about climbing a pyramid because I've heard you use the analogy of donkey Kong, right. That the Maslow's hierarchy is sort of like, oh, well, once I fall down the steps, I have to start all over again. I can't really go into transcendence until I take care of all these other things, but

I've actually had moments of transcendence right next to moments of survival. So it's sort of like the sails are furled and unfurled at different times as more likely or more sensical to me.

Warwick Schiller ([00:17:40](#)):

So how do we get on this? So you, I asked you, I asked you about had you, did you have any awareness, was having some problems and then, you know, you said that, you know, you think she's very sensitive and kind of shut things yet you are very sensitive and shut things out. Do you think your mother was very sensitive and shut things out? And that's, you know, that kind of you know, reflects my, my journey a bit to understanding how common that is and, you know, and for me, I understood it with horses first that the sensitive ones in like horses that are, you know, might appear to be lazy or whatever, not actually lazy, they're shut down and they shut down because they're sensitive. So more pressure on a horse, you know, like in the past I would use, you know, gradually escalating pressure to motivate a horse, to change their behavior, especially like to say energy output.

Warwick Schiller ([00:18:47](#)):

And, you know, I've come to realize that the horses that are motivated to, to be energetic don't need more pressure because they shut down from, you know, not being able to control their surroundings in the first place. So it's, it's, you know, it's an interesting discovery when you, the world kind of shifts a bit when you get that and good on you. I mean, you you mentioned Gebel Metta indigo, and I think one of there's a meme of his floats around Facebook. I think it's one of his, something about, you know, that like the cycle stops here, you know, you you've taken steps to ensure that doesn't continue on with your daughter. You know what I mean? And it's probably, you know, it's probably been going on for generations, generational trauma.

Lynn Carnes ([00:19:37](#)):

I have no doubt about it. And in fact, Jennifer, and I often say that the cycle stops here. But it didn't, you know, she, I took me unfortunately a lot longer, so she did have to go through pretty serious drug addiction which it was interesting because again, talk about I'm not beating myself up, but I'm just looking back and going, wow, was I really blind on her 21st birthday? We took her to the Biltmore house, which is just down the road here from us in lake lure and said, okay, yeah, you're 21. Now you can drink, we'll buy you some wine. And on her 22nd birthday, two days before that, I got a call that she was being kicked out of her house because her roommate said he sh this is funny. They were growing pot in the closet, but it was not okay for her to do cocaine.

Lynn Carnes ([00:20:25](#)):

So he was kicking her out because she was doing cocaine and a lot more, I found out. And that's when I found out that she was on drugs. And then that particular phase of the journey I had done enough, self-awareness work to be able to show up for her in a way that I probably wouldn't have before. It was almost like I had a moment of grace to get a little bit of my act together so that I could show up in a way that did not enable her. Cause what, you know, what I've come to learn is addiction definitely is a family disease because it's trying to correct the lack of connection. And so

Warwick Schiller ([00:21:06](#)):

If the family's

Lynn Carnes ([00:21:06](#)):

Not connected, you're going to have it.

Warwick Schiller ([00:21:08](#)):

Yeah. Right. You talked about Gebel motto before and he, you know, he says, he says that addiction is always rooted in trauma. Have you watched the movie that they put out recently? The trauma movie?

Lynn Carnes ([00:21:23](#)):

Yes.

Warwick Schiller ([00:21:24](#)):

No. Oh, there's a movie that they made recently. I'll have to look at it while we're chatting,

Lynn Carnes ([00:21:28](#)):

But yeah, I'll

Warwick Schiller ([00:21:29](#)):

Look it up. Yeah, first

Lynn Carnes ([00:21:36](#)):

There's a 10 minute YouTube that he did that explains the cycle of it. And, and what's interesting is this the cycle of addiction, you know, we all put the word addiction on heroin and cocaine or whatever, but addiction can be work. I work with a lot of people who are addicted to work or to busy-ness, it can be shopping. It can be it's anything we do to medicate and take us away from the way we're feeling, which is usually an indication that something's off, that we ought to address rather than try to medicate away. Like that's the cycle of addiction.

Warwick Schiller ([00:22:16](#)):

Yeah. You know, I think Bernay brown was the first one to make me aware of that when she talked about numbing behaviors and numbing behaviors could be, you know, and, and then when I read, have you ever read the masks of masculinity by Lewis hair?

Lynn Carnes ([00:22:32](#)):

I got it. Thanks to your recommendation last year

Warwick Schiller ([00:22:35](#)):

Because that, you know, those masks in there they're okay. The movie's called the wisdom of trauma. Okay. I'm going to hold the wisdom of trauma. Those masks masks that men, and I'm sure women do it too, but that's, you know, that book specifically about the marks men do to cover up their emotions because we're not supposed to have any. And you know, there's, there's, I think there's seven different masks, but, but a lot of times the people that maybe some of your clients, you know, like CEO types, a lot of times CEO types, very successful people are successful because that's their coping mechanism. And so if you, if you look at a wealthy CEO and a homeless drug user, they both could be in those two places for exactly the same reason. And one people look up to and one people look down on, but The just different coping mechanisms



Lynn Carnes ([00:23:47](#)):

Didn't I think it was it, Sarah [inaudible] in your podcast, might've called that coping privilege. If I'm not mistaken,

Warwick Schiller ([00:23:58](#)):

It just depends what your is. Depends what your, yeah. It depends what your coping mechanism is like, you know? Have you ever listened to Russell? Brain's a book recovery?

Lynn Carnes ([00:24:11](#)):

My, my daughter has, I have not, I've heard little snippets and it's,

Warwick Schiller ([00:24:15](#)):

You know, it's so cool to listen to because it's Russell brand, you know? And but he talks about, he says I was lucky because he was a heroin user. You know, he says I was lucky cause I was a smack ed. And if you're a smack ed, you ever figured out you got a problem or you're dead mate. And he goes on to say that a lot of people that have more socially acceptable addictions, such as work food porn, things like that go can go through all their life and not even know they have a problem with alcohol, you know, because it's socially acceptable.

Lynn Carnes ([00:25:00](#)):

So

Warwick Schiller ([00:25:01](#)):

Yeah. And, and, and, you know, he was saying he was lucky because he was a full-on smack ed and realized he had a problem, whereas, you know, yeah. So it's, and so, you know, Brenae brown talking about numbing behaviors Lewis, Howes, the mask of masculinity, talking about things we do to mask things. And then listen to that book. It's like, oh, I'm familiar. It just really changes your perspective on you know, people that are people that are struggling because, because it's, you know, like I said, the CEO and the homeless guy could be struggling with the same thing. They just have a different, different coping mechanism.

Lynn Carnes ([00:25:44](#)):

That's really what it is. And if we start to kind of understand how we're using, I work with a lot of workaholics in the corporate world, you know, it's almost, it's interesting because as a, as a whole, the corporate world kind of uses that tendency to create something that almost looks like economic slavery to me, because the threat is always there. It's like, look, we're going to pay you big bucks. And we expected you to do big things. And, oh, by the way, there's always somebody waiting, you know, that will, we can replace you. So we get people on that hamster wheel of constantly like looking for that next bonus, that next reward, that next, whatever, because I have to have the car and I have to have the house. And this was me. I mean, I was literally when I was in downtown Charlotte, they had from building to building.

Lynn Carnes ([00:26:34](#)):

There were instead of in Dallas where I worked, there were tunnels, but in Charlotte, the building connectors were over the buildings. So was like a walkway from like second floor over the street. And I



was literally walking in one day going, this is like those tubes, you see that hamsters play in like the little yellow tubes that they would love. And I'm walking from one building to the other. And I just kind of had this moment where I was like, oh, Lynn, you're in the rat race. Like, you're literally just one of their little hamsters walking across their door, go get your money.

Warwick Schiller ([00:27:09](#)):

Yeah. You know, speaking of the rat race and Gebel motto, I'm pretty sure it was in his book in the realm of hungry ghosts.

Lynn Carnes ([00:27:17](#)):

Yes.

Warwick Schiller ([00:27:19](#)):

Which is about addiction. He talked about, there was an experiment done to where they gave rats, cocaine, laced, water, and then they gave him water that was not cocaine laced. And they always went to the cocaine laced water, and they would drink this cocaine, laced water, and just turn into complete cocaine. But he said that experiment was done with rats in isolation when they put the rats in a community where the head social interactions and things to keep them busy, the and they had access to cocaine, laced, water, and regular water for the most part, almost all the rats just drank regular water. They didn't, they didn't go to the cocaine, laced, water, even though they had access to it, if they wanted to,

Lynn Carnes ([00:28:07](#)):

Because it's substituting for the connection, we have genuine connection, but in the rat race, the problem, oftentimes not all the time, I've worked with companies where they have a culture where people really are genuinely connected and doing good work together, but that's a lot, there is a lot of, you know, backstabbing I'm in it for me behavior, a lot of corporate leaders think it's a good idea to pit people against each other. There's this thing that was invented. I think Jack Welch definitely promoted it a lot called forced ranking, where if you're on a team of 10, you've got a number assigned to you. You're either the number five or the number one or the number 10. And the idea was enforced ranking. If you're in the top 80%, that's great. But if you're in the bottom 20%, you're out. So this idea of upper out and a lot of the consulting firms would follow it. I was an accountant early in my life and it was sort of like, okay, you're either going to be advancing or we're going to get you out of here. Well, you start competing against everybody when you're doing that. And you're kind of get in it for yourself. So that's not connection that's again, survival and it's survival of the fittest.

Warwick Schiller ([00:29:16](#)):

Yeah. I think have you ever read Bernay Brown's data lead?

Lynn Carnes ([00:29:21](#)):

Yes. That's,

Warwick Schiller ([00:29:23](#)):

You know, cause it's, it's really cool because it's all about leadership in basically the corporate world sort of thing, and a completely different, a completely different take on it. And it's, I think it's, you know,

these subjects you know, commonly talked about these days, I think world's kind of changing. Have you seen that in, like in your, in your business, like people are more open to,

Lynn Carnes ([00:29:46](#)):

Oh my gosh. Yes. we, when I started 20 years, actually 20 years ago, April of 2001, I went to my first self awareness awareness program where we did a lot of work around energy and a lot of breathing and a lot of unusual things. We really worked on our beliefs and so forth. And in 20 years ago, we didn't talk about that. And then 10 years after that, I started actually, yeah, maybe eight years after that, I started helping teach that program and people were even then so ready. And now if you use the word energy, people are all over it, as opposed to going, who are you? You know, you can't use that language in the corporate world, you know? And so it's open and I give, I'm going to give Oprah a lot of credit for that, but more than anybody Bernay brown. And in fact, in that self-awareness program, we would show her 2010 Ted talk, which is kind of where she first got discovered. And people would see that video and start recognizing themselves. And then they could start making a change at work.

Warwick Schiller ([00:30:48](#)):

Yeah. That'd videos was my gateway drug into all thing, Renee brown, if you guys haven't seen it at home, it's called the power of vulnerability. It's a Ted talk and he has 20 minutes of, I have a truth bomb.

Lynn Carnes ([00:31:03](#)):

It is a truth bomb. And what was the best part? You know, she's, she's describing vulnerability as a form of strength and the most beautiful thing to me about that Ted talk is that she actually is, is living it. She's expressing it. She's not talking out of her head. She is being vulnerable as she shares this with, I heard her talk later about that particular Ted talk. She didn't know what a Ted talk really was. She was in a room with a lot of colleagues, similar to who she works with all the time. So it wasn't, you know, back in 2010 Ted talks, weren't quite as well known. And you know, you didn't, she didn't know about things going viral like hers did. So she wasn't expecting that. So she was very vulnerable in that talk, which was very powerful.

Warwick Schiller ([00:31:49](#)):

Yeah. I think, I think, you know, one of the great things about her, I think that makes us so relatable is she, you know, she doesn't preach to people. She shares with people. She you know, she, and she shares stuff. I'm just sorry. I'm, I'm trying to look up how many views that thing has the power.

Lynn Carnes ([00:32:12](#)):

Oh my gosh. It's gotta be

Warwick Schiller ([00:32:15](#)):

Ability. I'm probably breaking every rule of podcast in here by typing and looking stuff up as we're doing it 15 million views that one's had, that one said 15 million views.

Lynn Carnes ([00:32:28](#)):

That's amazing. Yeah. It's worth it though. And it's probably been shared, you know, it's like, it's the one of those that when you see it, you want to share it and she's done more than one Ted talk. I think I, because ironically this morning it showed up in my Facebook feed another one.

Warwick Schiller ([00:32:45](#)):

Yeah. Well that was TEDx Euston, but she, then she closed. I think later that year she closed out the big TEDx in, I think in LA she was the last speaker,

Lynn Carnes ([00:32:57](#)):

But you know, later she, she actually early on, like in the first Ted talk, she did not mention that she is in recovery herself and, you know, back to the book, the artist's way and recovering this whole cycle that all of us have. I've never been in official recovery, but I think we all need to be in recovery if that makes sense, because the idea is we got to recover ourselves. And as we've said, a lot of our addictive cycles are cycles that we're using food or work or something else that's socially acceptable. But I think the work, a lot of our work here is to figure out who are we really? And how do we get rid of all this extra socialization and expectation stuff that we put on ourselves or that other people put on us?

Warwick Schiller ([00:33:44](#)):

Yeah, you're absolutely right. You know, in, in Russell brand's book recovery, he says, we are all on the addiction scale somewhere. And that was a,

Warwick Schiller ([00:33:56](#)):

There was a punch to the face for me, like, listen to that, like pondering them, like, hell we all, we're all addicts of thumb sword, you know? And like, especially, you know, like people who are successful or people who are very fit and work out all the time and, and, and working out is there, is there numbing? You know what I mean? You look at them, you think, oh, they're cool. And that's, that's what I really loved about Lewis Howes, the mask of masculinity, because he says you can be successful and you're successful because of your problems, you know, because of your masters, he says, so you're successful and you're miserable. Doesn't mean you can't be successful, but you get to a point to where you figure out, oh, the reason I'm successful is because of this. And you go back in your, you, you address the problems. You can still say, stay successful. You address those problems and then you be, you can be successful and happy.

Lynn Carnes ([00:35:00](#)):

And that's the key because a lot of times we think successful when I'm successful, I'll be happy. And, you know, you mentioned this, the athlete, so I'm a water skier. I learned, I discovered the addictive, the most addictive sport I've ever seen about 15 years ago. Cause I live on a lake and I started skiing with a couple of girlfriends and you go to any like tournament, water, ski lake, and you will see people who literally are trying to figure out when they're going to get their next fix. So they get off the water and you're so exhausted after just one set that you can't really do it again. Sometimes you can do it a couple of times in a day, but most days it's like once a day and then you got to recover. Cause you're just skiing. Yeah. And but they're, they're already like looking at their calendar and going, okay, when do I get to do this next?

Lynn Carnes ([00:35:47](#)):

And I mean, I got so addicted that I ended up, you know, helping my husband and I bought a camp 10 minutes from our house. So we'd have our own ski lake so we could ski whenever we wanted. So it, but I can look at it and go, yeah. And that that's part of my cycle and what I want and I've worked on it. And I

can honestly say, now I'm much more happy. Because I see all of it kind of for what it is and work on the cycle instead of working on staying in it,

Warwick Schiller ([00:36:17](#)):

Maps, seeing it for what it is. I think that's the, that's the big deal. So you sound like, you know, I'm, I've taken a bit of a dive into shamanism and indigenous healing stuff like that. And from what I've read, everybody, almost everybody that, that does that is, has had some sort of you know, like near death experience or, you know, something that really rocks your world. And that's what leads them down that path. That's kind of like the, you know, the wounded healer archetype and you, you know, it sounds like you I don't know, unraveling w you know, your big wake up call with your daughter, and then you kind of unraveling you is what led you to be doing what you're doing now and helping other people unravel as well.

Lynn Carnes ([00:37:19](#)):

That's right. That's right. And it's interesting. Cause you mentioned the shamanism. So after Jennifer got clean and went to rehab, she came back and this was actually, this was actually the second time that she'd been back on drugs. And I actually have to say there was this moment of truth. I won't, I won't go into the entire story because it's a really deep story or a long story. But she, there was this moment of truth where I realized that she was back on drugs, she was married, she'd gotten married. And I showed up at her house with her ex now and, and, and his parents who were completely enabling them. And I looked over at her and I said, Jennifer, you need to understand that I was not a great mother and that anything that you need to deal with with me, I will deal with, because I'm ready to face that. But if you think killing yourself is going to hurt me, you need to think again, I am strong enough to live without you.

Lynn Carnes ([00:38:32](#)):

And she said, that was the moment truth, where she realized she had to wake up and get clean. So she ended up a few months later leaving her husband and coming back to us, she came to the, we live in the lake lore Hendersonville, Asheville area of Western North Carolina. But when she came back, she was empty. Like she was clean, but she was the shell of herself. And in our corporate work at, at with, with Sue Robertson and Barry Robertson at stop at nothing, their teachers were a pair. A couple, he she's a Cherokee elder. She was a Cherokee elder. She passed in 2018 and request gay. Her husband is [inaudible] and they we'd done a lot of work with them. And I th I felt like sending Jennifer to a place like that to help have them help her would be better than trying to get her clinical help.

Lynn Carnes ([00:39:28](#)):

So we drove up to the middle of nowhere, Tennessee. At the time, Jennifer was still smoking cigarettes. A lot of addicts smoke cigarettes. If you go to any church, that's doing 12 step meetings. There's a lot of cigarette smoking outside the church, but I drive her up here to see these two people who I had actually, maybe Matt, but never worked with myself. And I felt, felt like that was going to give her a chance to say these are your teachers, not my teachers. You know, I'm not trying to manipulate you into something. And we walked into this house that she was going to be staying in, which had no TV. It did have electricity and plumbing, which was great because there were times when I stayed up there when I had no electricity or plumbing later, but she looks around and she's like, where's the TV?

Lynn Carnes ([00:40:13](#)):

What am I supposed to do for a week? And if she could have gotten out of there, she would have, but she would have had to walk out of the mountains of Tennessee. So I left her to be with them. And I, I drove home white, knuckling it from Tennessee. It was about a three hour drive for me, you know, hoping I had done the right thing. And a week later I showed back up to pick her up and she was standing at the doorway. And the young woman that I dropped with them was gray and empty. And in fact, we had a meeting before I left and Tony looked at Jennifer and she says, oh honey, you're just empty. And at that moment, I realized Tony could not, Jennifer couldn't be as Tony. So Tony could see her. Who's Tony, sorry. Tony was the Cherokee elder.

Lynn Carnes ([00:41:02](#)):

Their names were Tony and Rocky. And so or [inaudible] for short. And so when I came back, the following Friday, she standing on the porch. She, her face has color. Her eyes had a spark in them. Again, it was as if she had come back into her body. And then as we drove home, I'm going to get teary thinking about this. Cause it was a little cloudy and we were, you know, there were things she wouldn't tell me about her experience, which I think is good. I think we don't want to always tell people our experiences. It's like, we dilute them if we tell too much cause it's ours, but as she was sharing it we had an, a rainbow in front of us for a complete hour on that drive. And I mean, like it was on the highway for an hour, not for a minute.

Lynn Carnes ([00:41:56](#)):

And the, the wildest part was we had to finally, I said, Jen, we've got to stop to go to the bathroom because I can't. I mean, like, I don't want to leave the rainbow, but I got to go to the bathroom. So we'd go to this gas station and I walk out and she has this, I, the only language I can use is she has a and grid on her face. And I said, well, what are you looking at? And she pointed, and in the field, in front of the bathroom, the rainbow was there. And then it stayed with us you know, for some more. And that was such a signal that she was going to be okay. Not that she hasn't had her struggles, but then as we, as we got home, maybe just as we pulled in to the house, she looked over and she goes, now you need to go. And so I went up and worked with them for 10 years after that going to the same house. And then there's a little cabin on their place that had no electricity, no plumbing and no heat. I, I did one December week where it never got above 15 degrees and I stayed in the cabin with just a little propane heater and cooking my, all my food, food, you know, right on a little camp stove. I figured out how to create a bathroom in a cabin because I wouldn't go outside when it was 10 degrees

Warwick Schiller ([00:43:07](#)):

For the rest of the world who doesn't use Fahrenheit, 15 degrees is about minus, I'm guessing minus 15, let's go with about minus two is not exactly that, but it's, you know, it's yeah. It's for the rest of the world.

Lynn Carnes ([00:43:26](#)):

Thank you. It was

Warwick Schiller ([00:43:27](#)):

Called. Yeah. So the thing you said at the start of all that, to where you said to her strong enough, like if you, if you were to die, I'm strong enough to go on without you, did you mean that?

Lynn Carnes ([00:43:52](#)):

I actually did. Not that I wanted to, but as I was on my spiritual journey in that time, I was getting a lot of judgment from people who, you know, I would tell the story of Jennifer. She was married. I knew she was struggling. She was living in Virginia. I knew that the guy she was married to was not supporting her recovery. And this is the kind of thing people would say to me is, they'd say, I'm sorry, but if that was my daughter, I'd have to go get her or what are you doing about it? And this was tapping into every controlling and I am a control freak. I'm still working on that, but every controlling feeling I had, but, but every single time that I would begin to start considering taking action, that would look like I have to go do something me. I would get a very clear message. That sounded something like you, let me handle this. And you will, you will have to handle this in the spiritual realm because this cannot be handled in the, on the human plane. So by the time I reached that moment where I was in the house with her and said that that was what I was counting on, not my own strength.

Warwick Schiller ([00:45:19](#)):

So you'd been doing the reason I asked you that is because if you said that and meant it, you'd obviously been doing a lot better.

Lynn Carnes ([00:45:28](#)):

Yeah. By this time I had been doing, and this is even before I went up to Tennessee to work with the, with the elders I just described, I had been doing enough work to, and this, this was with additional coaches, especially the work I've been doing with Sue and Barry Robertson, it stop it, nothing. So they were the students of these two teachers and

Warwick Schiller ([00:45:47](#)):

Students of the elders

Lynn Carnes ([00:45:48](#)):

Of the elders. Yes. Yeah. And and to this day, you know, Sue Robertson and I are very, very close colleagues. She has started another company called Lynn, sees conscious business. And her mission in life is to bring this kind of awareness and sort of stopping the cycle into large companies at scale. And that's what we do together now. But Sue and Barry with the, with the work we did, and, and at that time, the company that she was in was called stop at nothing which was targeted. We worked with corporate people. You know, what we really worked on was the, the, the thing we're not allowed to talk about, which was our emotions, you know, and the fact that our emotions are the glue that holds the old patterns in place. And if you're like me and you shut your emotions down, well, if I don't deal with, if I won't allow myself to feel an emotion, then I don't get to get rid of that emotion. I don't get to get rid of. What's still in my body that I live with in my body all the time. So I had done a lot of work on beginning to take, and it's thousands of layers, but take layer by layer, by layer of that sort of emotional, old gunky coat off and helping those emotions process and move through. So that me, the real mate could show up.

Warwick Schiller ([00:47:11](#)):

Yeah. That that real you, that's not, that's not how you thought you were.

Lynn Carnes ([00:47:18](#)):

No, and it's still uncovering you know, what was one of my constant patterns when I first went to my first stop at nothing program is I've really wanted them to tell it's an embarrassing story. But the first night I went to the teacher and I said, you know, this, all this stuff you're talking about, I've done all this already. And so, you know, what would you like for me to do? And she goes, well, just see if you can try to experience, experience it. And I just had no idea what, what I was talking about. She did. So I kept wanting that gold star to say, I'm done. And what really blew the lid off for me was when I fell off the horse in 2017. And mind you, I mean, I know a lot of your listeners because of what you do or people who are our horse people in the horse world, I was the friend of somebody who happened to own a horse and said, Hey, you want to go on a trail ride?

Lynn Carnes ([00:48:07](#)):

Sure. And being, you know, I said, I, I know how to ride horses because I got five minutes lessons when I was 12 years old. So I know everything. So yeah, I got thrown and pretty badly injured and ended up for over a year, having nothing to do with the horses, trying to figure out if I was ever going to get back on it's like after 40 years you got on a horse and you got thrown off, why would you ever do anything? But then I, one of my friends that has horses turned me to work with a guy named Bruce Anderson who works on, he calls it natural human ship. And that's when I realized there is no law, there's no limit. It blows, it blows the lid off of what you can do in terms of taking off those layers of emotion. Because what we would do with the horses, you know, his view is he wants the horse to be operating from what he thinks that what he calls alpha. And so me too, which means I'm not who I thought I was, it means I'm operating out of my true self, not out of my past and not out of what somebody else told me to do. And now I, I, I now I feel like I'm just at the very beginning.

Warwick Schiller ([00:49:21](#)):

That's when you become a true master, is when you, yeah. Yeah. That's, that's that's very cool. So what point in time in your journey of all this self discovery stuff, did you decide, you know what I'm going to be, I'm going to be a coach. I mean, this, this stuff, because I think I've, I've over the past few years I've seen some different therapists, you know, one was for dialectical behavior therapy. One was EMDR. One was a medic experiencing, but talking to all those people, every single one of them is a therapist because they got some help. And I'm like, they're like, wow, I want to share these gifts. I mean, this, this will change your life. And so what point in time did you go? I think I should, I should use what I've learned to help other people.

Lynn Carnes ([00:50:25](#)):

I have to say it was the moment I was sitting, doing, doing a spreadsheet when I was at the bank and I was doing the budget. And I had been working with a company that was helping me with my leadership, but I had the biggest job I'd ever had. And here I was in spreadsheet land. Cause I was such an analyst and somebody walked in and asked me to help them sort out, some problem with work. And I found myself, it was literally like I had a foot in spreadsheet, world and a foot in people world. And I turned to him and we started working together. And after he left, I was like, I can't do spreadsheet world anymore. I want to do people world. Like that was great. I liked helping him. I liked being his coach, even though it was his boss too, but I liked solving this problem, this sticky problem together.

Lynn Carnes ([00:51:12](#)):

And so I started looking around in the bank for a place where I could get a job doing that. Cause I still hadn't thought about being an entrepreneur. I was still very much in the, I need a salary kind of thing.



And then I had this epiphany that, well, the banks are not about leadership development. Banks are about making money, doing banking. And I was training people to be bankers. So I needed to leave. So I left and joined a company called results based leadership. I was employee number three, but at least I would be on as I call it the revenue line of that business. And so I helped them get started. And then is actually the, the month of April of 2001, I did my first stop at nothing program. And at the same time did I left that results based leadership and said, okay, I'm going to go out on my own.

Lynn Carnes ([00:52:03](#)):

And I w I had no idea what I was going to do. I didn't know how I was gonna do it. I didn't know who my clients were going to be. I didn't know any of that. And what has happened ever since is just, I work with one person and then they say you should work with another person, and then you should work with another person. And I, I had gotten very, very good at facilitating meetings. And then people in the meeting started saying, Hey, would you be my coach? So it's weird because a lot of people go get an executive coaching certification. I don't have one. I just, you know, I feel like my coaching certification was all the different work I've done on myself. And that's what the coaching certifications are designed to do. And so it's kind of evolved over the years to where now I do, I still do some facilitation, but I do more coaching than I do facilitation. And I don't, I don't try to, like, I don't try to go ask people to come work with me. I just like, let them come to me. And if it's a fit we work or otherwise I find them, somebody that'll work really well with them.

Warwick Schiller ([00:53:07](#)):

Right. when you worked with the elders, was that prior to that, is that how you found that stop? What's the program that stopped? Did you find them that program through the elders?

Lynn Carnes ([00:53:22](#)):

I found the elders through them. So what a funny story about finding stop at nothing. And again, Sue and Barry Robertson who founded it were very different, but we did a lot of mergers in the bank world. And I had often been the first person on the ground in my department to go meet my, my corollary. And then in the new place, I'd been that person as well. Cause there was a lot of it on both sides. And you always show up to somebody whose eyes are sort of spinning and fear. They're usually sucking up going, am I going to have a job? Can you hire me? What are we going to do? You know, there's this like sort of cloying desperation I would find. And I came to this one place where and I don't think she'd mind me using her name, Elizabeth Brooke with Barnett bank.

Lynn Carnes ([00:54:07](#)):

Her team was calm, relaxed. They had used the dead time and there's always dead time to be productive and sort of put a punctuation mark on all the work they had done and offer them S you know, offer us, you know, sort of a historical perspective, but no craziness like that. And I took her to lunch and I said, y'all are really different. What is different about you? Why are you like acting like normal humans and not crazy scared people? And she said she had worked with Sue and Barry at, at stop at nothing. And that's how I found them. And so I asked him to come into the bank. I met with them, but I couldn't get any traction to bring them into what I was doing at the time. So I went and worked with them on my own. And I always said I was a remedial student because after I really got it, I'd go at least once a year to work with them up until really until Sue left. Like I said, a couple of years ago, I started Lindsey. So now Sue and I work together on a regular basis.

Warwick Schiller ([00:55:08](#)):

So for people listening at home, one of those programs is called stop at nothing. Yeah. And what's the other one? The Lyndsey what's that

Lynn Carnes ([00:55:16](#)):

CS is L I N C E I S. And what Sue wrote a book called real leadership. And the real is what I love. Of course, we're talking about being real people is how to be a real leader at work. And what she's been able to do is find a way to look at a culture from an analytical standpoint, but then help turn that culture and the individual leaders in that culture to being more and more authentic to being themselves.

Warwick Schiller ([00:55:50](#)):

Hmm. So like taking a right a left brain outlook and turn into a right brain outlook.

Lynn Carnes ([00:55:56](#)):

Exactly. That's a great way to look at it. It's taking that left brain approach and saying, here's the analysis and here's where you have hotspots. And here's what you can do about it in a way that, that lines up with our human needs. Cause the orienting principle behind what she does is Maslow's hierarchy of needs because that work was good. It was good work. Right.

Warwick Schiller ([00:56:15](#)):

So with your, you know, with your executive coaching, if you were going to, if could give me like that, what's the three most common things you have to do with people? Like what, what, what could you off the top of your head? Could you spit some of them out?

Lynn Carnes ([00:56:35](#)):

I didn't literally say mind, body emotion, but I'd start with the body. And the first thing I want to know from somebody is how are you sleeping? How are you eating? What are you doing to cope with your physical energy needs?

Warwick Schiller ([00:56:48](#)):

Hmm. So like, you're like taking like a bottom up approach.

Lynn Carnes ([00:56:51](#)):

So I'm we to get you off the snicker. I can't work with you if you're tired or on a sugar high or eating crazy nutrition or anything like that. So, you know, we're going to get you off a snicker bars and start finding ways to generate really good energy, like clean energy from yourself. So that's the mind or I'm sorry, the body piece. And then the mind usually comes next. It depends on the person, but we're going to start working on your thought patterns and what kind of thinking, what kind of beliefs that you're operating on so that I, I need you to start understanding why, what you think is okay to do, you know, like what do you think is the way of the world? You know, and then we'll work on emotion and I'll introduce by the way meditation early. So I do, but, but depending on who it is, the meditation may literally look like you're going to take two deep breaths an hour.

Warwick Schiller ([00:57:45](#)):

That's a good place

Lynn Carnes ([00:57:46](#)):

To start. That's a place to breath and to mindful breaths is life-changing. In fact, I'm working with some people right now who are in the emergency room of a hospital where they're being over overwhelmed and they don't have time to stop and meditate, but they can take two deep breaths an hour. Right. And they can think about how they keep their energy going, you know, what they're using for fuel. Yep. So then on the emotion side, that's what we really start working on. Unwinding the patterns. Cause like I said, the emotion is the glue that holds everything together. So we will work with those emotions. And a lot of times I'll do that with guided meditations or guided visualization. I've actually been taking people out to work with Bruce, who I mentioned earlier, working with horses in the round pen because all of our patterns show up.

Lynn Carnes ([00:58:39](#)):

And what you think of other people as the kind of story you're going to put on that horse? Well, he doesn't like me or he's scared of me or he's a, what, he's an or whatever you want to call that horse. Right? Well, that's just, you're doing that to your boss or to whoever. So then we start helping people see it in action and under pressure, I call it the froth because if I'm taking somebody into a guided meditation or I have them in the round pan or, or even better, if I get to shadow coach them, which rarely do I get to do that. But when I do, it's great. If you're not in the froth, you're not going to change anything. And the froth is that emotional state that says I'm agitated. Like I'm the, the sea foam on the edge of the ocean where it's a little bit of new and a little bit old I'm agitated, but not so agitated that I'm frozen or completely in survival mode. But agitated enough that I can flip that switch and do something new while I'm under pressure

Warwick Schiller ([00:59:38](#)):

Is what's funny enough is that's basically the, I wouldn't use the word agitated with horses, but that's the, that's the place where horses learn stuff. They gotta be, you gotta be presenting something new, but not, you can't have them over threshold, but then it learn new thing, not bouncing back and forth in that spot. Right there. You just mentioned shadow coaching. What is shadow coach?

Lynn Carnes ([01:00:01](#)):

So shadow coaching is when I'm actually in the meeting watching them in action. So I'm just a fly on the wall and I get to watch them with their team, how they operate, how they act and then we'll do a debrief afterwards.

Warwick Schiller ([01:00:18](#)):

So, so they're actually in a meeting with clients or

Lynn Carnes ([01:00:23](#)):

Yeah, whatever they're in their normal life. I'm just kind of there. And though you don't look, you know, because I'm not invisible, but I do have to tell people,

Warwick Schiller ([01:00:31](#)):

You get introduced like

Lynn Carnes ([01:00:33](#)):

This is my coach and she's just here to watch me in action today. Okay, perfect. And sometimes I get to do it. W w you know, we, I do very intense work working sessions with teams. So we may be thinking about like, what are the things that are changing, that you have to face what's happening in your industry? How do you need to change as a leader? And so I get to actually watch them in action there as well. And you know, if they're open to it, then we talk about it later. It depends on what our contract is. And by contract, I don't mean like the one we signed, but the one we've kind of verbally agreed to.

Warwick Schiller ([01:01:05](#)):

Do you, do you travel and do the stuff, or do you mostly do in your area? Cause I got, there's a reason for these questions.

Lynn Carnes ([01:01:13](#)):

Well, I used to travel a lot. I was in New York or DC or sometimes Chicago all the time before. But when we bought mystic waters in 2011, it gave me a place to bring people to, because not only do we have the ski, but we've got the, it's an old girl scout camp. So we had a lot of buildings. So I got, I have some space that I can bring people to. And I just kinda got tired of traveling. So I do travel out almost like two hours away in Columbia or where several of my clients are. So I'll drive to Columbia, but it also happens to be that Bruce is like 20 minutes from Columbia. So I will, it is not uncommon for me to go lead a meeting in the morning and then go put my, my outdoor clothes on and go work with him in the afternoon or vice versa.

Warwick Schiller ([01:01:58](#)):

What state is Columbia in

Lynn Carnes ([01:02:00](#)):

South Carolina,

Warwick Schiller ([01:02:00](#)):

South Carolina. Okay. and the reason I asked you those questions is because you started talking about first thing was body, mind, emotion, first thing, buddy, what foods do you put yourself into yourself? And then mind, we might work in meditation and like you're in the south, you know, this is like deep fried food. And, and, and I don't think, you know, it's not all even California. I live not far from Santa Cruz, which is basically Hippieville USA. So, you know there's a lot of that going on here, but do you find that the culture of the south makes your job more difficult than say when you're working with people in DC or elsewhere?

Lynn Carnes ([01:02:47](#)):

I would say yes. Yes. In the south. I'll, I'll tell one funny story. I was working with a CEO who ha, who was, I would say this is also the Bible belt. So he's very much, you know, almost like I almost felt like he was a preacher and I was encouraging him to think about meditating. And this was probably 15 years ago. So again, kind of before it was as popular and he's like now, Len, what do you mean meditate? I could tell I'd hit a button. And I said, so I want to ask you a question. I said, do you pray every morning? And he goes, I sure do. And I said, so what percentage of the time are you praying or doing the talking? And what percentage of the time are you doing the listening? And he got really quiet. And he goes, well, I say

0% of the time on the listening. And I said, would you be willing to just take of your, I said, how long is your prayer time? He said about 20 minutes. And I said, what if you did five minutes of listening? He says, oh, okay. I'll try it. And he came back to me. So it was the hardest thing he's ever done.

Warwick Schiller ([01:04:04](#)):

Yeah. I've, there's a really good book. I've read that. I've mentioned on the podcast before called mind hacking by a fellow named sir John Hargraves and oh, no, sorry. It wasn't him. No, sorry. No different book. Dan Harris, who wrote 10% happier. He also wrote another book called meditation for fidgety skeptics.

Lynn Carnes ([01:04:25](#)):

That's a great name. Gosh, I wish I could have come up with that title.

Warwick Schiller ([01:04:28](#)):

He got this, he got this meditation, you know, one of the us is leading meditation teachers and he got this bus, the meditation bus, and they took these bus all over the country, going to different places to like be jobs, you know, big companies and stuff and teach him how to have him start a meditation practice. But he said in the Midwest, so not even in the south, but in the Midwest, they couldn't call it meditation. Yeah. Oh, that's what made me think about that other book. So in this mind hacking book, so John Hargraves, he doesn't even call it meditation. He calls it concentration practice. Yeah. And he he actually disguises like shocker meditation as something else. He like, he's a bit of a scifi geek. So he, like, he gives him all star wars names or whatever, but you know, like he goes at Jedi mind training and you know, like if you, if he has them do a concentration practice, meditation concentration practice, and you'll have them focus on the spot between the eyebrows.

Warwick Schiller ([01:05:31](#)):

And so I've been to Eastern mysticism type stuff. That's, that's your third eye, but he doesn't call it that he calls it. You know, I forget the Cyclops, whatever. And then he has, he has focus on their, their heart chakra, but he calls it the third nipple. Imagine you've got a nipple in between your other two nipples. I want you to, I want you to just sit there and think about your third nipple. And he basically gives it a different name because cause some people get a bit squeamish about that. You know, it's interesting. We have my wife and I have an old friend of ours who we've known since I first came to the states and she listened to the podcast. So she might be listening to this one and the other and she's they're very, her and husband are very Christian, wonderful people.

Warwick Schiller ([01:06:23](#)):

And the other day we were messaging back and forth because these podcasts have kind of gotten her questioning some things I might be saying, or maybe question things she's thinking. But she said, you know, I have, I have Christian friends who, who like it turned off by the, by yoga. They won't do yoga. And so I replied back and said, well, why won't I do yoga as opposed to say tennis? Why don't they say, I don't want to do tennis? And I was like, Hmm, that's interesting. You know what I mean? So it's, it's been yeah. Been in the deep fried Bible belt. Yeah. I just started listening to the coolest podcast I've ever listened to. It's called spiritual. Oh, I gotta look, look for that one. And oh, there's 130 something episodes. So I'm like on, like, I got some really cool stuff to listen to.

Warwick Schiller ([01:07:32](#)):

And one of the episodes is called, I think it's called will the real Jesus, please stand up and take on, on that M and M song. And it talks to this third, this lady that has the podcast she grew up maybe like may Catholic, I think kind of got away from things in the, and the guests that she has on was the same. And he got into a lot of different Eastern mysticism, all sorts of stuff like that. Studied all sorts of different religions. And they're both talking about how they've now come back to the Bible with a much deeper understanding of, of the Bible. So I thought it was, I thought that was kinda, it was a very cool episode because they, you know, they kind of start out, you're thinking, oh, they're like, oh, I've turned, I've got away from that stuff.

Warwick Schiller ([01:08:19](#)):

But then they talk about other things and then they said, they've, they've come back when it's like, oh yeah, it's a Bible passage now means a whole lot more than it used to because I can you know, the title it's really real. Jesus ended up not, not say anything bad about Jesus or anything, but they they're, it's almost like they see the word of, of Jesus as something different than they did before, because they've been looked at, you know, it's kind of like the whole saying, you know, leaving and coming back is not the same as a never having left. So you know about travel and yeah,

Lynn Carnes ([01:08:50](#)):

So true. And one of the things I often said after I did all my work in Tennessee with Tony and Rocky was that, although they would not say they were Christians. I learned a lot more about Christianity from working with them than I ever learned in the church, because this is, this was the big insight I had. One day I was walking down to that cabin that had no electricity. And I was having a lot of noise in my head about it. I left my faith. If I am, is this like me doing yoga as a Christian? And I'm going to hell, you know, it was the kind of question I had and I got the clearest message from the trees and, and the beings and whatever it was was it is what it is and what you believe of it is of no consequence. If there is a God, there is a God. If there are spirit beings among you, they are among you. If the trees are alive, they're alive. If the rabbit is a creature is important as you are, what all that meant meant my beliefs had nothing to do with anything. So just open your eyes and listen, and be, and isn't that what Christianity says the holy spirit came to do is be with us.

Lynn Carnes ([01:10:03](#)):

So I said, they taught me more about what the Bible said than anybody.

Warwick Schiller ([01:10:10](#)):

Well that's very cool, you know, as you guys are avid listeners to the podcast, but now that my guests get to choose some questions oh, and for me to bring up during the podcast and Lynn here has chosen more than I think you've probably answered some of them anyway, but time's ticking away. So we'd better get to start on this. And so your first one, I think you've kind of covered this. What book do you recommend the most? Do you have any different answer than books you've mentioned?

Lynn Carnes ([01:10:41](#)):

Well, I mentioned the artist's way that one of the other ones that's, I'm still unpacking and it's car. Have you seen Carlos Casta work like journey to explain and the teachings of Don Juan and all that?

Warwick Schiller ([01:10:55](#)):

I think I've listened to the teachings of Don Juan. I've gone like three or four of his books on, on my phone and I've only listened to one of them, but it's a lot about, a lot about plant medicine, as far as I can tell.

Lynn Carnes ([01:11:04](#)):

And, and the, and the journey of understanding nature. I'm I'm, as I reread it, every time I go back, I see something different and understand it better of where I am. So that one I'm probably gonna even be rereading. And the other one that was huge for me was Louise Hay's book. You can heal your life because she actually has been able to she lays out the thought patterns and how they manifest in your health.

Warwick Schiller ([01:11:32](#)):

That's a, that's a, yeah, that's a, that's a big one. That was a big epigenetics right there.

Lynn Carnes ([01:11:38](#)):

Yeah. And the verse Lipton's work, the biology belief. Yeah. You know having the people that were scientists like him and the woman that wrote the molecule of emotion Candace PERT, those two books meant a lot to me, because again, I was, you know, when I first started this journey, I was caught in that Southern thing that you're talking about, which is, oh my God, if I start looking at this, frankly, this is the message I'm going to hell. So the big messages were, if you don't do what they want you to in the corporate world, you're going to get fired and then you're going to be homeless and then you're going to die. And if you don't do what the church tells you to do, you're going to help. And like, those were like, my guardrails is I've got to have money and I've got to do what the church tells me, so I can stay on this road that everybody else put me on. So breaking those, the books that helped me break those and say, oh, no, I'm not going to help because I'm reading the biology belief. You know, that was good.

Warwick Schiller ([01:12:29](#)):

Yeah. you know, a lot of the things I'm reading it's kinda like quantum physics just proves, proves the, the spiritual side. You know, it's, it's not like they're not, they're not opposing the science and religion are not opposed. They're different versions of the same thing. Okay. Next question. If you could, and you've probably answered this one too, but if you could spread a message across the world world, what would it be?

Lynn Carnes ([01:13:00](#)):

You know, I go back and forth between two, because my first inclination is to say to people you are enough, but I don't know that people hear that. Like, it's almost hard to be practical. The other one would be, you know, assume positive intent. And I mean, I wrote a whole book about assuming positive intent. When I wrote the elegant pivot, it was, it was what I did my Ted talk on. And it's like, when I'm with a horse and the horses stomping his foot or swishing his tail, or, you know, or when I'm with people. And, you know, I say my husband stomps his foot and swishes his tattoos. But if I can just remember to assume positive intent, then I opened that gateway to curiosity to say, what's going on as opposed to you're being ugly to me or that this is about me. You know, I can start listening and going, okay, what does that ear Twitch mean? What does that I, you know, in the corporate world, that sort of the thing I started noticing was their eyes change. It's a really subtle thing, but the eyes can either get softer or they can get harder.



Warwick Schiller ([01:14:07](#)):

And you know, what you're talking about, there is basically a lack of judgment. You you're observing them for who they are, not what you, not the label that you put on them and noticing someone's eyes like what you're talking about. You have to be very present to do that. You have to be, you can't be talking to them and, or they can't be talking to you and you can't be thinking about the next thing you're going to say, you have to be in, you know, in that moment right there, but let's go back to your first one. You are enough when you really get down to it. I mean, you said people might not be listening live. You listen to this, you are enough. That's, you know, I've talked about on the podcast before I went to last year, I went to a men's emotional resilience retreat with all sorts of different men from different walks of life, you know? And you know, one guy was a very sensitive filmmaker from Kansas. And one guy was a former UN hostage negotiator. So almost two ends of the masculine scale everybody's problem was they didn't, they've never thought they were enough. I mean, that's yeah, I think that's that's a big

Lynn Carnes ([01:15:21](#)):

That's th that's if you get down to it, that's the message behind every religion is we have the answer to show you that you're enough. That the question I always have had, especially since I started on this journey is, well, if you actually believe that, then what is the, what is your life look like? If you actually believe the message of whatever your spiritual tradition is, what is your life look like

Warwick Schiller ([01:15:47](#)):

Basically saying is what is your little flow life look like? If you believe you are enough and I'll tell you what that's scares the out of some people.

Lynn Carnes ([01:15:58](#)):

Well, yeah, because you have to actually take a little bit of a flying leap then, cause you don't get to hide behind all your excuses anymore. And I'm a professional excuse maker. So I, number one in the line of people who do that, you don't

Warwick Schiller ([01:16:13](#)):

Get to play small anymore.

Lynn Carnes ([01:16:16](#)):

That's where Marianne Williamson's quote, you know, I can't do it off of memory, but she's like, who are you not to be not to shine your light? Who are you not to do? What God made you to be? Because that just gets me. This is when I get verklempt. This is when I start choking up. Because even as I've made those moves, I can see how much more I could make.

Warwick Schiller ([01:16:46](#)):

Yeah. I was just, I'm just flipping through my phone right now. Cause I, I, the last couple of days I've been screenshoting a whole bunch of memes. And there was one about that, that I can't particularly fond right now. The one that did pop up here and it's pretty cool. Carrie lake shared this one, it said next time you feel agitated because you were falling back into past patterns. Remember that simply being aware that you're repeating the past is a sign of progress. Self-Awareness comes before the leap forward in your personal transformation. That's not the one I said that kind of a bit off track for what you're talking

about, but I just saw that and thought I'll get spit that one out there. Okay. What's the most worthwhile thing you've ever put your time into? I mean, I think I know what this one is that I just stayed right there.

Lynn Carnes ([01:17:30](#)):

Yeah. I was gonna say self-awareness on the broader scale and, and doing things like learning to meditate and be specifically like the way that happened because of that, it saved my daughter's life because she's, she's flat told me if you hadn't said what you said the day I told her I was strong enough to live without her. She said I would be dead. And then what made it even sort of more worthwhile is in, in all my corporate work, I can't even count how many times I've had a client come to me. And they say, and besides the fact that I'm trying to figure out what to do with the board directors or whatever, I just found out my daughter or my son is on drugs. Or my daughter got kicked out of school for drinking or, or, or my son's in jail because he got arrested with cocaine or whatever.

Lynn Carnes ([01:18:20](#)):

And to a person, I say, you have to call my daughter because I don't know anything about this world. And you need a guide that does know this world. And the most important thing is you need a guide that knows what the red flags are, because most of what you think is okay, is actually not okay. And what you think is not okay is okay, so you need somebody to, and you also need to rent her backbone to help you understand what to do about this. Because most parents are ramps when it comes to their kids. I was right. And so they call her and I don't even know how many lives she has saved because this is her business now is helping parents and families with addiction. Really.

Warwick Schiller ([01:19:00](#)):

That's what she does now.

Lynn Carnes ([01:19:02](#)):

This is what she does for a living. It is so cool. And it's taken a while to figure out for her, what is the right angle to take? But generally it's, she works with both the parent and the, and the child, their adult children only because it's a different leverage game there, but she works with both of them to help them regain their sanity with each other.

Warwick Schiller ([01:19:27](#)):

Wow. Yeah. Who better to learn from than someone that's walked that path before

Lynn Carnes ([01:19:32](#)):

That's walked that path and, and, you know, has stayed she's she's 14 years clean now. So she stayed the path. She still goes to recovery meetings. She still has a sponsor. She still is a sponsor. So she's in the addiction community and she's lost. She has a wall on her bedroom of friends that she's lost to addiction because it is a very hard thing to recover from. But that's she say, I know for a fact that she saved many, many lives because of the work I did. So that's why I say it's the most worthwhile I've done is because it transferred to her being able to make her contribution to the world

Warwick Schiller ([01:20:12](#)):

And it saved her and then she's saving many others.

Lynn Carnes ([01:20:16](#)):

Wow. Yeah. That's been the main things.

Warwick Schiller ([01:20:21](#)):

Okay. So what have you changed in the past five years that has helped shape who you have become, and for you, if it's not five years, like whatever, but what have you changed in the past? Whatever there's helped shape you or beat you, who you become

Lynn Carnes ([01:20:35](#)):

Well, I've had, like, if you think about it, it's been chapter. So the, the last I'm going to call it, the last four-year chapter was the day I fell off that horse and, and had to decide what I was going to do that journey of getting back on the horse, learning what I've learned through the teachers I've had there. And that's what, you're one of those, because somehow you started showing up and I found you, you know, online. And we were able to start a dialogue even like this, but learning learning what to do under pressure that has taken my game to a whole nother level. The work I've done with Bruce, I have another trainer here. She's more like natural horsemanship, but I needed that. I needed somebody to help me translate what the horse was doing, you know, and not just what was going on with me this last four years.

Lynn Carnes ([01:21:22](#)):

What changed for me? Like and this kind of gets into the question of fear, of course, but I was such a scaredy cat. You know, when I call it, when I say, well, may the wimp, I am not kidding. And my mom yelled at us as kids. Don't go near the edge. You know, like every, I took it very little. I don't go near any, any edge, but she had a dream when I was, I think when she was pregnant with me, that I was running off the edge of the grand canyon. And so that just to her was being a good mom. So I had a debilitating fear of Heights that like, you can't even imagine, like I live on, on the edge of a mountain. I could barely stand on my deck, looking out over the lake and looking down, my, my legs would get wobbly. And as a result of doing the work, primarily with the natural human ship work with Bruce, I now go zip lining on this, like the fastest steepest zip line in north America is 20 minutes from my house. I went there three times this summer. I was like stepping off of a platform to repel out into oblivion.

Lynn Carnes ([01:22:28](#)):

And it's like, that's, that's a, that's a fundamental change.

Warwick Schiller ([01:22:32](#)):

Can I ask you a question about that? Were you afraid of Heights or were you afraid of the fear?

Lynn Carnes ([01:22:51](#)):

What I was afraid of was was it the feeling I got?

Warwick Schiller ([01:22:53](#)):

Okay. That's what I'm getting at is okay. Here's my, here's my here's my my epiphanies is because, you know, I've had a lot of fear and I've realized is because I've been shut down. What happens when you become afraid, you are in your body, you can't be in your head when you're afraid you're in your body and you don't want to be in your body. You want to be in your head. I don't want to feel things. Yeah.

Lynn Carnes ([01:23:26](#)):

Right. And I don't think we train ourselves what to do with feelings that whole addiction cycle we talked about earlier. It's because it feels something is feeling. I'm just going to use that word. Bruce calls this a negative positive pole, but it, when, when we get that feeling of something being off, we don't get training to say, that is your radar. That is your system that says you have something you got to do with. So if you meet somebody and the hair goes up on the back of your neck and you get that achy feeling, then you've got like, your, your sensors should be out to figure out what to do about that. Not to go, oh, there's something wrong with hammer. There's something wrong with me or whatever. And, and to me, that's what we put the label, anxiety on Jennifer and I, my, my daughter and I talk about this all the time.

Lynn Carnes ([01:24:15](#)):

Anxiety is just us putting, I call it fear soup. We put the word anxiety on feelings. We don't know what to do with, rather than using it as a tuning fork to say, okay, what move do I need to make? So that, that goes back into balance. Do I need to get out of this situation? Do I need to not walk down this dark alley? Do I need to ask this guy a question? Do I need to go? I get that feeling when it's like, oh, I would love something off my calendar. You know, actually I go now through the grocery store and I'll go, okay, I'm just going to walk around here. And the, and the bandaid hour or whatever, until it comes to me, what I, cause something's telling me, I forgot. So, oh yeah. I need whatever. So listening to it, as opposed to trying to shut it down.

Lynn Carnes ([01:25:01](#)):

And what's interesting is when I started doing that and Bruce has some mending exercises for this, I was cussing at him a lot. Cause I didn't like doing them. I thought they were just a waste of time, but now I like it. But now standing up on that zip line, I don't feel those sensations in the same way because I can say, oh, I have a solution for this. Like I have a hardest. So when I step off, I'm not going to go splat on the ground. So it's not, you know, that's a missed count. That's a false reading. If you, if you think you're going to die. Yeah. So you minimize false readings if you do the work.

Warwick Schiller ([01:25:37](#)):

Yeah. And it sounds like you know, Carrie lake, who was a previous podcast guest, she was here recently. We had a three day thing with Carrie here with eight other people in, she took a day off and then she spent two days with Robin and myself. And she's talking a lot about sitting with feelings when they come up and, and, and you know, the work been doing that, that comes up more and more, you know, instead of trying to make the feeling, go away, sit with the feeling like analyze it. What is it? Where's it coming from, you know, sitting with those with emotions rather than can see, like, you know, we've, I've talked about a lot in Robins, talked about it quite a bit. She's had quite a bit of anxiety and for a long time, her work was techniques to make the anxiety go away. You know, Carrie is kind of getting her to sit with the anxiety and I don't wish it away, sit with it and see what comes up. And that's, you know, like they're saying is the only way out is through

Lynn Carnes ([01:26:48](#)):

That's exactly it. And the language I've been using is to be the conduit. Because if you sit with it, the situation will tell you what to do.

Warwick Schiller ([01:26:59](#)):

Yeah. That's, that's the thing that, that Carrie was trying to get us to do is like, basically ask for information, like, like you, you had the guy that was almost the pastor, do you know the praise every day? You said, yeah, stop talking for five minutes and just listen and see what, what comes to you? What messages you get back.

Lynn Carnes ([01:27:23](#)):

Because we were all gifted with the ability to listen. It's one of our fundamental tools. And if we listen, it changes, you know, like it's, it's I play a game. I, I don't have a horse, so I'd get to ride a lot of different horses. I get to groom a lot of different horses. And so I have to listen right away. Cause I don't get to come in and go, oh, this horse likes to be scratched on the belly or stay away from this one's tail or, you know, whatever. And what I do is I go and I start paying attention and I'll say, okay, so where is your spot? What do you love? Because I'm not going to get on a horse. I'm not connected to. And if you listen, they'll actually tell you it comes in pictures the way they think about it. You know, I get so it's pictures, but it's not pictures. So it's like, I get a knowing and then I just go there. If that's

Warwick Schiller ([01:28:18](#)):

Yeah, I get unknowing. That's awesome. Yeah. That's the good stuff right there.

Lynn Carnes ([01:28:25](#)):

That's the good stuff. And then if it's not it, you do something else. Sometimes you find out, you know, but most of the time that knowing it's like follow that knowing.

Warwick Schiller ([01:28:35](#)):

Yeah. Well you get the knowing, you got to do the listening first.

Lynn Carnes ([01:28:39](#)):

Yeah. Yeah. And, and do the work to decide how do you know that? You know, so you got to check it out,

Warwick Schiller ([01:28:48](#)):

Do the work to decide what was that

Lynn Carnes ([01:28:53](#)):

You know, that,

Warwick Schiller ([01:28:53](#)):

You know, how do you know that? You know? Wow. Okay. That's good stuff. So the next question you've kind of almost answered it, but the, the question was, what is your relationship like with fear? And, and you know, this is, this question is so cool because it kind of speaks to the type of people that have been on the podcast, not one single podcast guest, you know, I think this is podcast roughly 52. Not one single podcast. Guest has elected to not choose this one right here in most people don't want to tell other people about their fees and everybody has been on this podcast and they know it's going to go out to a lot of people has, has been very upfront about that. So I think that that speaks to the type of people we have on here. But you, you think you kind of covered that one already?

Lynn Carnes ([01:29:48](#)):

I do. I, the only other thing I would just say about it is the work, the way I covered it, I'd go back to that word of couraging is, you know, like let's talk about desensitizing. Cause I think we've desensitized. We talk about desensitizing horses. We talk about desensitizing people, frankly. It's like, they just need to get over it. There's a lot of that. There's a lot of that in the world I work with and the language I'm using in the book I'm writing right now is reaching for your rules, which is what people put on you versus reaching for your tools, which is what you have. So your tools are like listening and hearing and patience and curiosity and observation, all those things. And the big, one of the big ones to me is couraging. In other words, bringing yourself to know that you have the tools to handle whatever comes. So you don't have to hold your fingers up or your hands up and go stay away. Don't don't make me face it. It's more like, yes, because through facing it, I get to become more of who I am. So I no longer think fear is something that I shouldn't have. This is, this is nonsense. We are hardwired to have fear. The question is how do we address it?

Warwick Schiller ([01:31:11](#)):

Very good. Okay. Next question. In the past five years, what have you become better at saying no to

Lynn Carnes ([01:31:22](#)):

This one was so near and dear to me, I actually, the very first book I wrote was called the delicate art. Saying how to say no and unleash your performance. And it was when I stopped thinking, I had to say yes to every invitation, to be on a nonprofit board or to take clients that were not suited for me. You know, I only want to work with people who I'm the best coach they could possibly have, not just because I need the work. And I've even said no to cleaning my house. So I finally got house cleaners. It was about four or five years ago. It took for ever to get that one, but I was going to just start having a dirty house if I didn't do that. So, but the other thing is because I did that, I started having room to say yes to other things. And what's sort of crazy people look at it and it's like, how do you have time to go ski and hike? And I wrote, wish I have a rowing shell on the lake. So I do sculling at, you know, I'm obviously riding horses and doing all those things. And I have clients it's because I say no to a lot of stuff that doesn't add to that.

Warwick Schiller ([01:32:33](#)):

Yeah. I think that whole, you know, a lot of people have answered that question on the podcast too. And so I've given it some thought, but basically the, the, I think the, the root of I've been able to, to say no is getting rid of your people pleasing tendencies.

Lynn Carnes ([01:32:55](#)):

Oh, that's so true.

Warwick Schiller ([01:32:56](#)):

And you know, the people pleasing tendencies, I think the story we tell ourselves about him is, Hey, we're being nice or we're being good or whatever. And it's, it's kind of the, almost the opposite. You're just not, you know, there's no self care in that. It's it's it's yeah. It's yeah. I just really think that that whole learning and I say no to things and you know, and, and well, it all comes down to not really caring. What other people think about you,

Lynn Carnes ([01:33:31](#)):

Which you can do when you feel like you're enough.

Warwick Schiller ([01:33:34](#)):

Once again, we can come back to that. You are an up so that, you know yeah. That, that whole, you are enough thing comes back to the, you know, what, what have you become better at saying no to it? Because when I first read that question, you know, I stole these questions from Tim Ferriss tribe of mentors book. And when I first read that question, I thought, Hmm. Saying no to things. No, I'm a big on saying yes to things, but yeah. Saying no to all the wrong things because of you don't believe you're enough or yeah. And even like leaving late, sorry, like with you, you said it took you quite, you know, you've got someone who cleans your house now and, and, and it took you awhile to get to the point to where you could do that. What was the sticking point?

Lynn Carnes ([01:34:25](#)):

We had two sticking points. One is my husband really doesn't like having anybody else in our house. And so getting, having somebody in and having to coordinate and all that. And then the other part was this old, old, old tape of, I can't afford it, you know? So there was like this money thing of paying somebody to do something I could perfectly do well myself, except for, I wasn't perfectly doing it. Well, our house was starting to kind of get like, I didn't, I'm going to be like the old people with the dust bunnies in the corner if we didn't get care, work careful. So, yeah.

Warwick Schiller ([01:35:00](#)):

Was there a part of that, that that I can't afford it, was there a part of that that was kind of, well, who do you think you are having someone clean your house? Is there, they're a part of that? They cause that's that we also have someone do that too. And, and for, I think for us that was, that was a consideration. Like who do you think you would?

Lynn Carnes ([01:35:30](#)):

Yeah, I am I the kind of person that gets my house cleaned. Yeah, exactly. I, I have, I think I do occasionally still sometimes have a little bit of that, of in different venues of who do I think I am to do this thing. Yeah. So, but what sh what shifted for me, and I often think it's useful to have a sh an opposing thought that will let you out of that trap. Whatever that trap is, was the opportunity we were providing for the two women who clean our house because they need to make a living too. And when I was in college, I cleaned houses. That was what I, how I made extra money. And I was really grateful. I mostly clean new construction, which is a lot better than cleaning pee on the toilet. I will tell you that right now. But but I was so grateful that I had people who would hire me to go clean a house. You know, I needed that money. And, and so do they, and I pay them well, the people that clean my house, so I'm really happy that I'm able to afford them if I can afford it. Who am I not to help them? Who might've hoard my money when they have something they could do to help me.

Warwick Schiller ([01:36:38](#)):

Yeah. And I think the other one too, is, is you know, you have, you have gifts to share that do make you money. Why would you want to spend all your time doing something that's, that's not sharing a gift and that makes you money. You know what I mean? To me, that's, that's been, that's been a hard one to like, you know, I pre COVID, you know, I traveled a lot, do a lot of clinics and stuff. And so whenever I get



home, I'm like, I gotta build this or fix this or do this and here what was it last year before? Anyway, we, we started hiring guys to do manual labor around the place that, that is stuff that I would normally do. And Robin kind of had to talk me into it. Okay. There's other stuff you need to be doing, but I'm like, no, but I, I, who am I to, you know? Yeah. It's yeah. It's interesting. It's interesting.

Lynn Carnes ([01:37:43](#)):

Yeah. And there's that dichotomy going back and forth of also, who am I? Who am I, if I can't do it, like, I have some noise like that. Like, what if this is like, what does it say about me if I'm I do it? So that's back to the, you are good enough thing too. Nobody's judging you cause you didn't clean your house.

Warwick Schiller ([01:38:06](#)):

Except my mother,

Lynn Carnes ([01:38:08](#)):

Well, mothers, that's their job. I mean, I can't tell you how many times I had a mother or a mother-in-law on my shoulder when I would be cleaning my house. Right.

Warwick Schiller ([01:38:18](#)):

Right. And I think there's a, there's a couple more questions we've got here and you've possibly covered this, but let's get a concise definition of this. What do you feel your true purpose is in the world?

Lynn Carnes ([01:38:34](#)):

This is pretty, I can make this very concise. It is to help people unleash their true, true creative spirit, which is why my business is called creative spirits unleashed.

Warwick Schiller ([01:38:45](#)):

And you, you had a definitive answer, boom, right there. How long have you had that definitive answer? Because, and the reason I'm asking this is because you could ask that to a lot of people and they're going to look at you, go, I've got no idea.

Lynn Carnes ([01:39:05](#)):

I, one day somebody I've Sue Robertson actually asked me this. It was probably 10 years ago. And I had my art business was called creative spirits unleashed. And my corporate business was called Carnes and associates, Inc. Cause that's got like, it looks like a corporate kind of night. And she said, what do you, she asked me this question. And it came out that fast. And it took me a couple of more years before I had the courage to change the name of my business, to create a spirits unleashed and go to market in the corporate world like that. But it was so clear to me and that, that those three words, creative spirits unleash came to me in the shower. You know, when I first started becoming an artist and said, okay, I'm going to be selling art. I have to put it in a, you know, in a business where I can file sales tax and all that kind of stuff. And I need a name. And now I realized that's just what I'm here to do for me and for other people not to do it for them, but to give them, you know, I'm gonna use the word agitator, but agitating in the way we agitate molecules to get them moving, to heat them up. Right. Agitation in the way, let's create a little bit of heat, create a little bit of force to say, Hey, who are you? Let's unleash that.

Warwick Schiller ([01:40:18](#)):

Yeah. I'm so happy for you that you can, when I ask you that question, you can just boom, spit it out. Cause I think you know, for the longest time I had no idea what mine, so I do now And I want to hear it.

Lynn Carnes ([01:40:35](#)):

How would you say it? What

Warwick Schiller ([01:40:37](#)):

Is my true purpose in the world is to help people with connection

Warwick Schiller ([01:40:50](#)):

And the vehicle is, is through the horses. And then just cause that was my path. The first thing I really started connecting to coming out of Ben shut down for so long was, was the horses. And it's, you know, then it's people and it's trees and it's grass, then it's birds, you know, then it's then it's and then it gets the point where you connected to the, like the energy in the room. And I don't mean a room full of people. I mean any, any energy yeah. That's that's and, and you know, it's, it's, it's the horses, that's the gateway. I mean, I I'm, I help people with their horses and I share life experiences. I've had maybe like Bernay brown that way too, where I try not to preach, but chase stories and then people can take it and run with it from there.

Lynn Carnes ([01:41:46](#)):

That's a core need for all of us. It's funny. Cause you said something about the bird. So I meditate every morning on my porch and this time of year, not in the winter. But this morning I was meditating and knowing we were going to be talking, I just was sending some energy to you and to me and to this conversation. And as soon as I started doing that, I started hearing an owl and I haven't heard an owl on my porch. I hear turkeys, I hear other birds, but something. And I don't even know what it was other than I just know the owl was there for us for this. Cause that was the connection. There, there was an energetic connection that was made. So see your purpose was even living this morning on my meditation.

Warwick Schiller ([01:42:30](#)):

That is so cool. I got one last question for you. What did you want to be as a child?

Lynn Carnes ([01:42:39](#)):

I, all I wanted to be was a barrel racer. We would go to the rodeo and mind you, this is not, this is not a horse family. I just lived in Texas and there was an annual rodeo and those girls would come out right. Racing those horses. And that's all I wanted. And I begged my dad to buy us a horse when we got some land which he did for about two months. Because we really didn't belong. We did not need to have a horse. We didn't know what we were doing at all that poor horse. And his name was buck. He was a beautiful buckskin. And actually I just found some old videos of him as we were going through my dad's things this year. And I I'm looking at him going, he was actually a really good horse, but he would look at the video sometimes.

Lynn Carnes ([01:43:22](#)):

And I swear that horse was looking at the video, like, who are you people? And how did I end up here? But you know, we had, we had a flat place and we had old barrels on this old farm and surely I could be

a barrel racer was my thought. And I've kind of joked that becoming a slalom skier was my way to get to being a barrel racer. Cause you're still going around, you know? And, and I am, it's on my bucket list. I, I know a barrel racer in the area. I have connections and I may canter, I may not be doing it at full Gallop, but I am going to run a barrel pattern before I die. That's on my bucket list.

Warwick Schiller ([01:43:55](#)):

And again, when you've got plenty of time, then, well, it's been a wonderful conversation with you, Lynn. Thank you so much. If, if listeners want to find out more about you or maybe contact you, things like that. So you have a website, creative spirits unleash.

Lynn Carnes ([01:44:14](#)):

Well actually you can get there through creative spirits unleash, but it's super easy. The easiest ways on the website is just Lynn carn.com. So Len carn.com. That's where you can find my podcast. You can find my blog. I'm on, on Instagram is creative spirits unleashed I'm on LinkedIn is Lynn Carnes. And but the, the sort of the gateway to everything. So the website, Len cards.com.

Warwick Schiller ([01:44:38](#)):

Okay. And what about your books? How do they find those?

Lynn Carnes ([01:44:43](#)):

So the books are on Amazon. The first book is called a delicate art, how to say no and unleash your performance. And the second book is called the elegant pivot and inspired move for navigating corporate politics. And then if you go to my author page on Amazon, you'll see that dancing, the tight rope is coming out in the next few months. It's still in the editing phase and this is complicated. Writing a book. There's a lot more to it than you think. So the book is mostly finished and it is describing my three-year journey to get back on the horse that threw me, but it's really about how to deal with pressure and fear and the tight rope that we walk between those two sort of forces. So that's why it's called dancing. The Tyro

Warwick Schiller ([01:45:29](#)):

Watch American idol.

Lynn Carnes ([01:45:31](#)):

Yeah,

Warwick Schiller ([01:45:32](#)):

I think it was last year, maybe the year before. There was a kid on there and he was so good and a really unique, but really, really, really good. And they got to where I think they went to Hawaii for the, like they were the top 15 and they're going to do a concert. Everybody sings a song. And then the next day they go up one at a time in front of the judges and the judges say yes or no, whether you make it to the top five or top six or whatever it is. And this guy was so good for you as quite insecure. And Lionel Richie said something to him, like being a star is having equal amounts of Supreme, self confidence and extreme self doubt and staying somewhere in the middle

Lynn Carnes ([01:46:27](#)):

Of that.

Warwick Schiller ([01:46:29](#)):

It's not exactly what he said, but it was like, you have to have the utmost belief in yourself and no self-confidence at all. And you got to stay in the middle of that because if you've got one or the other, you know, if you've got no self-confidence at all, you're not going to get anywhere. And if you've got too much, so confidence, you're blinded to your, to your, to your faults, you know? So if you think of, you know, and it's kind of like they say, you know, when you're in the public eye don't listen to the people who love you too much or hate you too much because none of them are right. Something like that. You know, you're going to get to stay in that middle bit.

Lynn Carnes ([01:47:11](#)):

That's what this journey showed me was there's always two sides and you can have too much or too little. So how do you dance that tight rope and really be aware that you're almost never on the tight rope, but at least if you have that as an orienting form, you know, which way to go get back on it, like you don't, you don't double down on being too full of yourself or not full enough of yourself.

Warwick Schiller ([01:47:32](#)):

That's, I'll tell you what, that's the, that's the secret right there. And you know what, I might ask you this, you know, you've, you've, you've done a Ted talk. What was your Ted talk?

Lynn Carnes ([01:47:44](#)):

Yeah, it was called from raging to engage in coach the power of positive intent.

Warwick Schiller ([01:47:53](#)):

That's powerful. So are you a kind of like me to where your, you know, your goal is to help people, but in the process of doing that, you become, I dunno, an on intended maybe public figure. How has, how has that been for you? Cause it's, you know, like if you, if you if you decide as a child, you want to be an actor, you know, you're going to be in the public. Oh, that's it. Doesn't just sneak up on you that that's, that's looming there the whole time. If you get to where you're going to kind of doing what you and I do. Yeah. I just find it weird. Like there's no, there's no school to go to, to tell you how to navigate what happens when suddenly or over slope, your time, but whatever, you know, a lot of people know who you are, consume your content, have an opinion on you, you know, that's

Lynn Carnes ([01:49:03](#)):

Well, I D I don't think I've had it at the scale. You've had it at, but I do get these, these moments where somebody comes up and they know who I am, and I don't know them. That's I think the weirdest thing And and where it happens. So in a Ted talk, I tell a story about being a in the TSA checkpoint at the airport.

Warwick Schiller ([01:49:28](#)):

The reason I'm laughing is because that's the one place where I used to lose my. Whereas with TSA. Yeah,

Lynn Carnes ([01:49:34](#)):

I did too. And and actually now I feel like I have no permission to do it anymore because I'm afraid somebody that saw my Ted talk is going to see me, not like not walking my talk. And so I kind of have to go in there and I've better at it. Actually. It's so funny. Cause if I should just, if I just shut down the, hurry up, meet her in my mind and say, just go through it. Just whatever it is, it is just walk through it. It doesn't take any longer, but the person I am on the other side is a totally different person. Quantum

Warwick Schiller ([01:50:04](#)):

Physics, isn't it? The observer is

Lynn Carnes ([01:50:06](#)):

Different, but I love having people come up and say, they like my stuff. I think the biggest noise is when they disagree. And yet the more value I can offer is when I say something that's kind of a little bit like definitive. Like I have, you know, if you're, if I have something to say, I'm not just middle of the road, like I've got some things to say, so yeah. That's that's a harder part. So that's the work guess?

Warwick Schiller ([01:50:36](#)):

What was your problem with TSA?

Lynn Carnes ([01:50:39](#)):

So in the, in that particular story, I was in the Denver airport and they had, this is before the pre-check they had an expert traveler line. There was a mother in front of me with a baby. And my, my, my inner dialogue was full of what the hell is she doing here? She's not an expert traveler. She needs to move over to the normal people line and get the hell out of my way. And what ended up snapping me out of it. She, she was so frantically trying to get through the line, probably because she could probably feel the steam coming off of me behind her. I wasn't saying anything, but that didn't mean the energy wasn't there. And she put her baby on the floor to manage her bags and all of a sudden, like a full switch flipped in my brain. And I was like, oh, she is not here to make my day bad. She is struggling. And she's struggling so much that she put like this little toddler on the floor in the airport. And so then I offered to help her. And I just had a switch when I offered my help, like the energy, it was like a, a reversal of a flow of water.

Lynn Carnes ([01:51:53](#)):

And it changed my it change my whole day. And that's when you know, it was one of the many, I have a lot of experiences where learning to assume positive intent, which basically means I'm, I'm not going to make up stories about her. I'm not going to take what she's doing personally. I'm just going to see things for what they are. It changed. It. It's probably been the most practical thing I've ever done to change my life.

Warwick Schiller ([01:52:14](#)):

So your problem wasn't necessarily with TSA, you used in a TSA line.

Lynn Carnes ([01:52:18](#)):

It was just in the TSA

Warwick Schiller ([01:52:19](#)):

Line. I have, I used to have problems with TSA because I'm a rule follower. I don't like to be in trouble and I want to get it right. And the first guy would tell me to put my bag in the bin and the second guy would take it out and then I'd want to go. Then I'd say, you know, I'd turn into a Karen. Like, I want to say the manager, like, he just told me this, and you just told me this, and you guys are supposed to be, keep me safe. And you guys don't even know the rules. You don't know

Lynn Carnes ([01:52:47](#)):

The rules that you're. Yeah,

Warwick Schiller ([01:52:50](#)):

Yeah, yeah, yeah. I used to like, if, if they all said the same thing, I was, I was fine with it. I don't want to break the rules. I want to, you know, not be people pleasing tendencies here, you know, and I would get, I would, I would get kind of a little bit pissy, you might say. And especially because TSA has a habit of putting my hat the wrong way up when it goes through the thing. So that's, that's in there now as well, but right,

Lynn Carnes ([01:53:18](#)):

Right. Cause they don't understand

Warwick Schiller ([01:53:19](#)):

How hats but understand that. But I did find out that my hat actually can go through with me now on your head. Yeah. There is a, there is a, there is a thing that says that head that cannot TSA cannot ask you to remove head coverings, head coverings, and then in parentheses it says religious or otherwise. And so now my hat goes with me through the thing and they say, you can't take that through there. And I say, would you like to see the paragraph? I have a picture on my phone that says that I can, and you can't ask me to remove it. And he goes, well, you can take it through there, but we have to hand check it. We have to check it for things. And I'm like, you can, you can check it for things. Yeah. Just don't put it upside down. So I don't have to have that bit of art going on. It's good. If I ever get back to going through TSA again, I'll be happy to see tears. If I get back to traveling,

Lynn Carnes ([01:54:13](#)):

I'm hesitant right now. Not because of, I'm not worried about getting sick, but I am worried about just all the problems, you know, it's just a hard time to fly, so yeah, I'm waiting for it to get better.

Warwick Schiller ([01:54:25](#)):

Well, hopefully it gets better soon and we can all be cruising around what Lynn, thank you so much. This has been a very, very fun conversation as I knew it would be. Thank you so much for joining me on the podcast. Thanks for having me. It's been a wonderful time. So you guys at home thanks for joining us again and we'll catch you on the next episode of the Jr and podcast.

Speaker 2 ([01:54:46](#)):

Thanks for listening to the journey on podcast with work Schiller Warrick has over 650 full length training videos on his online video library@videos.work, schiller.com. Be sure to follow Warrick on YouTube, Facebook, and Instagram, to see his latest training advice and insights.