**Annie Gibbins Podcast Interview with Dr Carrie Graham Jun 7, 2022**

0:00

oh hello hello and welcome to memoirs of successful women today i have

0:06

the joy of introducing you to dr carrie graham and we are going to be talking all

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things adult learning which excites me because i previously had a had a

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master's event and was an educator myself and so after meeting dr carrie i was just like oh that's so exciting to

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have another adult educator so dr carrie graham is an adult learning expert and

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instructional design strategist so she's taken it to a whole new level of what i used to do with 25 years of experience

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strategically designing learning experiences that improve engagement ensure information retention and

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appropriate skill application her service based clients are committed to

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providing quality content and skill development opportunities for adults you

1:00

know we often talk about young learning and we want to have adult learning we want to be constantly learning and i've

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just been sharing with dr carrie how i'm learning constantly even changing my

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podcast from from the way i did it before to do live streaming you know we're on on a journey aren't we so

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welcome to the program thank you thank you so much for having

Welcome

1:24

me this is i'm excited to see where our conversation is going to go

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and yes the adult learning experience is so different than what we have all

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experienced as children and you know i'm here to share some insights about how to improve those outcomes that

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we're all searching for in our business exactly business and life right i just

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think that concept of lifelong learning and how it is so different from that

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childhood learning that we do i'd love you to tap into that why why are you passionate about adult

2:01

learning let's just dive in there yeah so like most people i

Why Adult Learning

2:06

i developed my interest because of an experience i had and so multiple

2:11

experiences as a healthcare provider early in my career i was left with attending these annual

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trainings that left me without the information and without the skills that

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i paid and signed up to attend and as i moved along in my career

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the trainings didn't get any better i think at that point they were getting worse you know because my expectations

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and what i needed out of them and so my work my current work grew out of that i

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recognized that you know with the shutdowns the global shutdowns related to covet

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was an opportunity for me to look at the landscape of online

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businesses and and offer some expertise and some insight in in these

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the world of course creation and program development and ultimately what that

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means is instructional design and so stepping into that and and introducing

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people to the concept of adult learning and it has been amazing it's been amazing

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it's fascinating i love that point that you just started off with which was that you go you pay for courses you pay to go

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to learn and you come out going that was interesting information

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but wasn't enough information for me to connect the dots am i able to now go and

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implement an aspect or all of the aspects if i've you know wanting to

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into whatever context that i've got and there's a disconnect there right because i think it you know

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that when we when we teach children it's like information fill them up you know

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do you remember it so it's a very different style and when you do that with adults it doesn't work as well right so explain

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that a little bit more detail you know for those listening in um examples of when you go to something

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and you just can't connect the dots you come home going well i don't know what to do with that why did i even bother

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you know that was one of the things that i always said is uh i wasted time and money i

Adult Life Experiences

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could have went on vacation instead of going to a conference but you know i explain it to people as

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when you think about children they have no prior or very minimal life experience

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to draw from and so to your point they are empty vessels and it's an opportunity

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for educators to pour into them to nurture and support

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their development of fundamental information and fundamental experiences

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but the beautiful thing about adults is that we have such rich life experiences

5:06

and so when we are having an opportunity to engage in a learning experience or or a course or a

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workshop or a webinar it's because we're internally motivated

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to attend that's the first thing so there's that but then based on whatever

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the topic is people are making connections to their past life experiences to help them

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understand this new piece of information children don't have that and so often in

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the online market what i've seen is that people are presenting and sharing their

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insights but it's as if the the end user their client their audience

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has no prior experience right as if they're empty muscles and that's not true right like

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they may not have the exact experience or knowledge base but they've got

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something that helps them understand the the new concept

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yes yeah i think that he's so brilliantly articulated because that's exactly right when you're you're when

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you're a child also if the teacher says something you just go oh well it's all the truth it's right

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you don't know when you're that adult i agree if i sign up for a course i've already dabbled in

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a little bit or i'm interested for a reason right i have an intention first to learn more about something and then i

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then sign up like what was the reason for signing and we'll all be different so that's exactly true when you turn up

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you do have little bits of information and or experience which may have worked or may not have and may be different

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from pretty much everyone else in the class right really is which taps into that area of

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expertise that you've got which is that instructional design how do you design the learning pathway for

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a variety of people their intention to come what they want to get out of it how

7:09

they're going to apply it to a unique content context for them it's it's

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actually hugely important the way it's crafted right because now

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and i go you know you've got a big responsibility there dr carrie and that's the thing like that's why i

The 3Step Process

7:27

am passionate about the work that i do because for someone who has never put together or designed a course or a

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learning experience all of what you just mentioned it can be overwhelming it can

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absolutely be overwhelming and what i share with individuals is a

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spirit of empowerment so i empower them so that they can move forward and

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continue to create things on their own but i use it as a process right so in

8:00

this three-step process the first thing we have to do is talk about who our audience is and get some clarity

8:07

around them as learners and not just as that you know who's your your ideal

8:13

client or your client avatar you know but let's look at them as individuals

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and then we build from that so that's the second thing that i support people in is actually building

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the experience for the adult learner and then the last thing that

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we have to focus on is we've built it and now we need to facilitate it because

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you know so i've seen where people spend quite a bit of energy and resources in

8:46

the development yeah of something and then they're left with

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like oh i'll just wing it well no that's i mean you have choice and that's one

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you could do that but it's not effective and it's not sustainable so

9:02

that's that's the work that i do is to help people regardless of where they are in the process is

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let's let's be clear about who our audience is as learners let's build to

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support them fill in the gaps improve their information retention and then

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facilitate the experience so that the learners actually apply it because

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that's how they come back to you is when they can remember what you taught them and actually use that information

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exactly and i used to find or i still do actually in my coaching that when i give a scenario like a sex a story you know i

9:42

actually put it into it this is what happened with me this was a story and people but i still remember your funny stories annie because they were my

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learning experiences they were my time that i went this was an epic fail or this one i really nailed it or i could

9:54

see so it was you know sometimes it's not actually the content it's actually just the the the application in a

10:01

variety of contexts which is what i do in a way with my coaching i'll go and say well you know when they're when they're

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bringing forward a business plan on something i go well i've seen it work out this way in this industry or this or

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this or this it's the variety that then makes someone it triggers their active learning which is what i i love right

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that that active concept of oh okay well it could be a little bit different for

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me what's that that connection there right right but that that is the

The responsibility of the person facilitating

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responsibility of the person facilitating right so if you are mindful or if the facilitator

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is mindful they're gonna come to the table with a host of experience of examples yes that

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resonate with that person i remember early on in in my teaching career at the

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universities i would always use example examples

11:00

related to food and so i was a healthcare educator yeah but you know

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not every person had worked with soccer or work or you know football or rugby or you know

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tennis but the common denominator that we all shared in that room is that we

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all eat and so i would often and even still i make a

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lot of references to food because i know for a fact that is the one thing

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it's the one thing that we all engage in and have some under some

11:36

unified understanding around yeah brilliant brilliant

11:43

oh my goodness so for you were you always an adult educator you

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did you moved from a different sphere what was the reason for just saying you know what adult education is going to be

11:55

my niche yeah well again as a healthcare provider early on i had to maintain my continuing

Continuing education

12:04

education units right so every year i had the responsibility of attending

12:11

different workshops and such stay up to date on the latest information

12:16

and early on in my career it was great you know i'd go to conferences with open

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eyes and taking notes and i'd walk away and you know attempt to implement things

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but as i became more seasoned again going back to more life experience

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i would still go to these annual conferences and i was like this is ridiculous you know

12:45

and the information there were multiple problems that i was struggling with so

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whether it was the information was relevant to me

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it wasn't conveyed in a way that i was able to retain it and then apply it or

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it was information that you know was marketed as something that

13:08

i could use but unfortunately it was beyond what i was capable of using so you know for

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example it would always be professional sports right multi-million

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dollar organizations and i'm working in a place that you know we don't have

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those resources so it was always this back and forth struggle with

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i'm here because i want something but i can't get it and i

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with the onset of covet i was laid off quite honestly and

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i i sat with that i had just not just but a couple years prior to i'd

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gotten my phd in adult learning and i realized this is an opportunity this is an

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opportunity for me to support and advocate for women

14:01

in in the business sector and provide them with information and tools

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resources skills that they can use to improve their business

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which ultimately will improve the life of others so i had that experience as a university

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professor and a healthcare healthcare provider to set this foundation of my work

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but where the passion comes in is one i know education and learning can

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be better for adults but more importantly for me it's providing other women with a resource

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and a skill set that is going to help them achieve their goals because if they're achieving their goals

14:49

their families are going to benefit their communities are going to benefit

14:55

and their clients are going to benefit as well absolutely absolutely and i'm all about

15:02

women empowerment um and and also the importance of having a clear structure of what the stepping

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stones are because that's right as women we know the statistics are against us on our gender pay gap on issues of you know um

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you know be able to our earning potential anyway and so all of those stepping stones we

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really don't want to have that waste no one wants waste but when you've paid something when you don't you know you

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that's that might be all the money you've got you want to make sure that it is really relevant it's going to come back to you that you've got a real

15:34

return on investment there right those women starting up businesses at

15:40

that early stage where cash flow is everything and you just want to minimize your debts

Creating a curriculum

15:46

and and there's there's that and then there's also the i've i've had many clients who are those women who have had

15:53

some success in their business and they're at a place where either

15:58

they want to have their you know pivot their business to address a new target

16:04

audience or to take on a different role or they want to elevate the work that

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has already been successful for them and and i've found that those conversations

16:16

are equally meaningful they're just different than the conversations i have

16:21

with people who have never created a curriculum before and this is you know

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their first go at it or they are a bit uncomfortable and unsure about

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facilitating you know experience to a group of individuals so it's

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you know i have my my core group of of clients that i focus on but

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the the process that i offer is the same for everyone it's me

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meeting them where they are and that's an element that's a concept in adult learning theory it's something

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that i firmly believe in and i practice it i practice it for sure

17:04

i think everyone needs well i i carry because when you're creating these courses and i've put created many over

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over the years that's right i love what you said before that there are these these gifts of different stages of it

17:16

right so you get very excited about the creation and often that is the part because you've designed you're wanting

17:22

to have a course because you're an expert in a certain area and you go people need to learn this so you get all excited about writing the content and

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then is that content in the right bit or you'll get the other people who get excited a bit excited about the content

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but they love the pretty they love the they love the vigils they love all their assets and their resources and it just

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looks amazing and then they've spent a lot of money and a lot of time on creating this product and

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then they don't have those skills then of how to actually get it to market how do you get them in your course how do

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you get them then once they're in the course do you know how you're going to facilitate that besides the learning

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aids you know is it is it automatic because they're in a e-learning platform or are you also going to balance it with

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some instruction there are so many elements that i think people will be

18:10

surprised about that that's why you're an expert in this area yeah and and to that point

The importance of structure

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you know so many people that i've had the opportunity to meet often say

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oh i have all of this content i think that's amazing like that's great

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i i'm i'm happy for them however the the way in which it's constructed and so

18:37

so often people want to just give it all on a silver platter and make the assumption that their audience

18:44

is going to be able to capture it and understand and the truth of the matter is that's not the case you

18:51

must structure it in a way that makes sense for that audience

18:56

and then facilitate it in a way that makes sense [Music] absolutely

19:02

now you being an african-american have worked a lot your whole career in male

19:07

dominated white male dominated spaces how challenging has that been to you and and and how would you describe that

The importance of peace and simplicity

19:15

yeah i you know in retrospect you might see some white lines on my on my chest here

19:21

is because i'm sitting in front of a window and and i say that because

19:28

it has helped me my past experiences in those moments have really helped me

19:33

appreciate peace now and and simplicity

19:40

so what my experience was like i worked in division one athletics in

19:46

the united states and and that's very elite and i also worked with men's basketball

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and men's u.s soccer so it was not only an industry dominated

19:59

by men but my day-to-day work

20:04

yes right so it's either 18 to 22 year old men or their coaches right the full age

20:12

range and i'll never forget my first job

20:17

out of my master's program and as the health care provider i looked at this someone got hurt and i told the coach we

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were in a gym in front of everyone all of the teammates and such and other

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coaches and i said this it's not safe for this individual to continue playing and get

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it just isn't safe long term and i'll never forget the coach who is

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shorter than i am and i'm only 5'4 but older white man um shorter than i was

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and he berated me in front of all of these white men

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uh and young men that i was unqualified that i didn't

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know what i was talking about so on and so forth and

21:04

it was in that moment that i had to decide how am i going to respond

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how am i going to respond and you know my focus was the safety

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of this individual right like the safety of the injured person and so it's

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you know that's has been something that's been with me in those moments as i go to

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what is my main purpose in this moment and while

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these white men have demonstrated behavior and language that

21:43

i didn't agree with throughout my career what is my main purpose

21:49

and and always my purpose was to serve students to serve

21:55

clients to serve patients and that's where my focus has stayed

22:01

yeah so it hasn't been easy and i want to apologize like the sun is setting

22:06

it's setting it's so beautiful but i'm gonna kind of wiggle myself here to uh

22:13

line so i i'm not like you know what i'm still over your forehead

22:18

oh my goodness okay that's better i think thank you

22:24

thank you for sharing that so is it is it the culture of the is it the individual men that you worked with do

22:32

you think on reflection or is it that is it the culture of society that that gives men

22:38

that that sense of entitlement to berate a woman um in a context like that yeah i

22:45

would you know in my heart of hearts i'm gonna say it's the environment um

22:50

because i have had there's one gentleman in particular um

22:56

he was absolutely pivotal in the degree that i pursued for my phd

23:04

and it was someone that i worked with but hadn't had a relationship with and he said let me buy you coffee

23:10

and offered some insight that was really helpful and it totally changed my trajectory which i am so thankful

The environment

23:18

but i have found that it's really the environment because when

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bad behavior goes unchecked when bad behavior is either rewarded

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or it is passively consented

23:38

right like there's no one holding someone's feet to the fire and

23:44

engaging in positive behavior i think that's really what that is what

23:49

my experience has been and and that's i think is far more

23:54

damaging than one individual who

24:00

does not engage in in positive behavior and treatment of others so for example for example and

24:08

i'm sure many of the women and other individuals listening and watching can

24:14

share in this experience um at a lot of the institutions that i've worked it with

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you know men would take an idea

24:26

of mine or another woman's in the moment in a conference it and

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after i'll be very explicit so i had offered an idea

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and no it was as if i had never spoken a word right it was sheer silence

24:44

and i've had a man literally repeat my exact words oh that was a great idea so

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and so you you you hit the nail on the head so it's that's an example that's a very

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small example of how behavior depending on what it is it's

25:04

rewarded or it's not addressed as instead of saying you know that's exactly what

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kerry just said let's you know acknowledge that that was her idea and

25:17

so it's a lot of those types of you know what many would identify as microaggressions that occur in the

25:23

workplace um i think that's that's where the most damage happens because it's insidious

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right like it's under the the radar and it's easy to have happen

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but it's it's it's a common experience sadly i think it is a common experience sadly

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i think that's where um i know in australia at the moment they're having lots of um advertisements on tv which

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are funded by the government to actually say you know when you see another man or boy they're even at targeting you know

25:58

younger boys teenage boys treating someone poorly having others say hey that's not okay you know actually i'm

26:05

intervening so that's what i was trying to see if that was happening in the states as well which i'm sure it is is

26:11

that it's not the isolated individual man who just decides to let a woman or about be embarrassing or to puff out his

26:18

chest and look at me it's actually the other people surrounding going come on mate you know

26:23

give her a go at least listen in whatever it's actually because the silence is is actually allowing the

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behavior to be affirmed right absolutely absolutely yeah i think that that's

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definitely um the what we need to do as a society it's actually encouraging all of the all of the the wonderful people

26:44

which are there are just like infinite amounts to actually just go hey you know what your one way of helping this

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situation is actually just to speak up absolutely i'm supportive of the person

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who's getting treated badly absolutely and that's you know that's something that i i can appreciate that

27:02

there's fear in that you know of speaking up i i get that

27:07

however you know i i really want to invite people to weigh the the damage you know

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of speaking up versus not speaking up um you know it's it's far more damaging

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long term to not say anything yes yes

27:28

and i know just from personal experience and i'm sure everyone has had that moment going i can't i was upset about

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the one person who you know embarrassed me or upset me but i was more upset

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about everybody else not saying that that was not okay i was actually more disappointed in them because i and i

27:46

probably in the context had more value on them i expected more of them

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people you know it's kind of like in the in the spiritual world of saying you know a sin of a mission or commission

27:57

you know you know the mission actually is really powerfully impactful on people because

28:03

you just go wow you know i i expected my army to support me and they just left me

28:08

dry right and if you have that in society and then you have that in your businesses um then

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you can only go so far it creates a real ongoing um definite damage in your mindset and and

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the narrative that you give to yourself around your inner voice absolutely absolutely and and i have to say to that

28:30

point you know with the coach in early on in my career so we had that moment

28:37

and later you know a couple minutes later these both of the assistant coaches

28:44

came up to me apologized for the behavior of the head coach

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and then the next day the head coach came back and apologized okay and so you

28:56

know i want i i want to tell the full story yeah but it you're right you're

29:01

absolutely right that the bystander you know people can can say well it i'm

29:09

i'm the but i'm just the bystander i wasn't involved in the conversation so

29:14

i'm not going to say anything no you know it's it is omission in fact

29:20

and it's it's not right like quite simply let's not even put fancy words on it it's just

29:26

not right it's not kind it is not gracious um i'm a i i am a christian and

29:33

it's not the christian way you know you we all if we all take a moment to just say something to

29:41

support others you know that's it goes a long way it's not too hard what

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have you learned about grace um for yourself you know you've been in a very

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you've been extremely busy as a professor working with so many different people over a whole career now helping

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people develop online platforms and education programs um

30:04

and you see a lot of stuff right that doesn't doesn't resonate with you right and so what have you learnt about just

30:11

having having grace and um and and forgiveness and understanding and

30:16

appreciation that everyone's on their own journey right yeah yeah i you know

30:22

when i was growing up i i was an only child for 13 years and then and my my

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younger sister was born but during that time my mother used to always say here two things do your best

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and if you have nothing nice to say don't say anything at all right like two

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things that most people get when they're growing up well i did those and i believe those things

30:46

but as i got older i continue to try to see the good in

30:52

people and you know there are there are moments in my life

30:57

where i've said i kept trying to believe they you know had good intentions and over and over

31:05

again they disappointed but as i've gotten older i've

31:11

i i've recognized that we are all flawed we are all flawed and

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while it's easy to judge it's easy to criticize

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if i'm on the other side of that i would hope and pray that others would offer

31:29

some grace to me as well and so you know when i take that position

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it's a lot easier for me to see things hear things that i don't agree with

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and not discount them but to at least offer a sense a bit of grace to that person

31:48

in understanding why they are doing or saying whatever it is that they're

31:54

that they have and sometimes i just ask questions like why did you what prompted that right

32:00

for some insight um and i've i've had people there there have been some

32:07

incidents um work related incidents where people have come back to me and said carrie you've i've watched how you

32:13

handled that situation and you handled it with such grace and and those compliments are always

32:20

kind and i appreciate them but the internal piece of me is like i'm

32:26

dying inside you know like i just want to laugh out um but to be reminded of

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that to have someone acknowledge that you know what you're going through is really challenging but you're handling

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it with such grace it's a reminder that no matter how hard

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and difficult things are for me i can still walk with a sense of grace i

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can't be kind to others i can be kind to myself which i'm still

32:54

working on um but it's yeah grace is one of those things that once i i realized the power

33:02

that it has i i'm all for it i'm all for it you know we're we're just we're all flawed people

33:09

we are all flawed people and so a little bit goes a long way we sure are we are definitely all flawed

33:17

in different ways and we do have to learn to be kind on ourselves and particularly i'm thinking someone like

33:22

you who you know has been an academic he's a professor um and is now you know the the career

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journey that you now do is everything is sort of dot point in in ways of this is this is the way you create a program

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this is the way you educate a program everything is very specific and then so but with that you also which is

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obviously your personality on your natural leaning but with that will have to come a lot of grace and a lot of

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flexibility and a lot of kindness because other people are going to be still on their journey their way of

33:54

approaching things yeah and you know you asked what you know what was it like for

My journey

33:59

my journey and i've i and i write about this on my website is i never fit in right so as

34:08

being in school elementary school secondary school and even in college

34:14

i was always the only face of color and so i never felt like i fit in

34:20

anywhere and i know that well now i realize that i'm

34:26

not the only person that feels like that right and so even in my career

34:31

i had a very different perspective than many of my colleagues my perspective didn't always fit

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and even in the marketplace now i take a very different approach to

34:45

consulting and instructional design but i have

34:50

confidence and i have peace that i do fit

34:56

now right i fit in a sense that i don't have to fit i just am right and so

35:03

when i meet people who you know they're having a hard time articulating what it is that they want

35:09

to do and who they want to serve sometimes i've found that that comes

35:14

from them feeling like they don't fit and they're trying to mold themselves into

35:21

what they think they should be and i just say no no no you are

35:26

the beautiful being that you are so let's focus on that period

35:32

yeah absolutely period there because that's it in all of our modern learnings and

35:38

understandings and particularly in the space that i work in and on boards you're wanting diversity you're wanting

35:43

as much breath so when people think they you know and i understandably it's like something must be wrong with me so i

35:49

have to learn i have to spend all this time to learn how to conform to fit in to be okay to be accepted

35:56

whereas actually that is not you you're never going to become a a white man right right

36:03

like no that's that's the pain that's the suffering and it's understandable that that you go on that path many

36:10

people go on that path you know but it's actually about getting the empowerment and that you know

36:16

um comfort in their own self-worth or saying no i need to show up more and

36:23

myself more of dr carrie more of her her brains more of her ideas more of her um

36:30

personality more of her ways because that flavor um it's it's good if it's if it's more

36:37

mixed right if it's right yes i think for for me it's like yeah that's right i

36:42

don't want you know the idea that you know i've got a couple little granddaughters now and they as granddaughters if you're sitting in a room and you don't through your

36:48

education sort of in that classroom see women in all seeds or specters or of all

36:55

colors of all you know breadth of humanity in any role any place you know

37:01

and that's actually a disservice because you know you're 50 of the world's population so why aren't you represented

37:08

there so i think such a great um learning for those listening in of going yeah that's what it feels like

37:14

it is really hard when you're not in that sector and we've had pioneering women like yourself who have actually gone and

37:21

said you know wow i was the only one you know at least hopefully then they'll be you know five and ten and then hundreds

37:29

of dozens and the world does change it does it does and and you remind me of a

The world does change

37:35

moment i while i was teaching i was pursuing my phd and i had just defended my

37:41

dissertation and i was finished and so i went back to work because i had to fly to another state to for all of that

37:49

and i'm i'm in this class of 30 undergraduate students

37:55

and there were two at three african-american um young women in the class

38:02

and before class even started one says like just raised her hand and i was like

38:08

what yeah what's up and she goes can we call you dr graham now

38:13

because before it was professor graham and i was like yes you can call me dr graham

38:20

and the three of them were like the look on their face was of

38:27

pure pride and and they actually approached me after class and said

38:33

we really appreciate you we appreciate you being in class

38:40

we don't ever see anyone else that looks like us and you look like us and you

38:45

you know remind us of our family and so it you know there are moments when i i i

38:52

understand the position that i'm in um but again with

38:58

bringing more of myself i would for me it has also been

39:03

a um the experience of peeling away myself

39:08

so i'm bringing more but it's peeling away the

39:15

this is the educator this is the at the um the ivory tower academic cary graham

39:23

right like peeling away those pieces of my exterior that i believed i had to

39:31

have in order to thrive in my work and and now i'm just so blessed and

39:36

thankful that the work i do is on my terms it's my agenda and you know i show

39:43

up the way that feels good to me and honors the person that i'm meeting with

39:51

beautifully said beautifully said and it's understandable too that's right when you when you need to advance your

39:57

career when you're going through those those you know you're smashing those glass ceilings and you feel like you're hitting brick walls regularly and so you

40:04

it is all about you know at some stages of getting that phd to be good enough you know getting getting in these

40:11

certain positions trying to be you know and then suddenly you realize i i introduce myself as the doctor the

40:17

professor that you know whatever and none of that is wrong because you are but when you elevate which is what i'm

40:23

hearing you presenting um beautifully that you've then gone and risen above that and you go you know what i'm just

40:30

carry you know you're in my class now and it's just great to meet you i'm not

40:35

better i'm not you know i'm just i'm just different i've had an amazing career journey i've got i hope i add value to

40:42

you but i'm just another human being and then yeah right so from the president

40:48

down to anyone right they're just people doing life and have been given opportunities

40:55

with more um opportunity and position comes more responsibility absolutely to

41:00

then give other people a leg up to be kinder to them to to help them on their journey

41:06

so i love that i love it when women and and all humanity gets to that stage of going

41:12

you know what all you got to do is just show up 100 as you are everybody and then just be respectful and kind it's

41:19

not that complicated right it's not because it's

41:24

not cutting the world right um but it isn't i think we over complicate it and then you go you want

41:30

once you get into the hierarchies in the powers and the money and all these there are all reasons for us to suddenly give more

41:37

value and then it has to be an agreed value by society correct things are better and so

41:44

that's why i love the way our conversation is has has gone today because it actually is saying society as

41:50

a whole needs to say when things are not okay and not only just vote on it or quietly say in their homes

41:57

actually show up right as an advocate to people who um deserve more you know they've

42:05

just got all they've got to do is be given the opportunity to be them like you you know

42:10

you you to be you and me to be me that's it absolutely absolutely you know it's i

42:16

i don't share this particular story with many people just because the opportunity

42:21

doesn't hasn't presented itself but i want to share that with you is two years ago when i started my

42:28

business so you know the shutdown had all the global shutdowns had happened

42:33

it was the end of the academic year so my contracts were finished with

42:38

the institution and i remember thinking i was sitting at my dining room table working working you

You dont need validation

42:46

know developing my little business and i had to make a decision and i remember thinking hmm

42:52

who can i call and ask what to do if this is right

42:59

and i had this life-changing

43:04

moment where i'm literally looking around picking up

43:09

my phone like who do i know that i could ask and it occurred to me carrie you are the

43:18

owner of this business you don't need anyone's validation

43:23

ever again and i then recognize that

43:29

my faith dictates that the only person that i need

43:35

validation from is god and i've already have that

43:41

and so i spent my entire career seeking the validation and approval

43:49

of the system or of certain individuals and now i don't need that and i i didn't

43:56

need it then but i just didn't know that and so to know that

44:01

i don't ever have to prove my worth

44:07

right for acceptance yes there's it literally changed my life it changed

44:14

my life from a spiritual perspective it changed how

44:19

much confidence i had in my business and and saying this is what i want to do it doesn't matter

44:27

what other people think it's mine and i'm going to do this so i can make those decisions with such

44:34

confidence and so you know i want to invite people who are listening

44:40

and sharing this moment with us to recognize that you don't need

44:47

anyone's validation as long as you value your own self

44:55

that's the validation that you need and if you believe in a higher power

45:00

you know search and and seek guidance from that as it also

45:06

is a source of validation but outside of that if we just show if we show not just but

45:12

if we show up with our nest as our own true selves

45:18

like that's where peace lies that's where um

45:24

where all the good stuff lies in my opinion right so like peace and joy

45:30

ease all of it all of it it is an abundant um

45:36

you know it's the gold gold nugget right it's the it's the rainbow at the end that you go oh my gosh once i'm actually

45:42

in this place everything becomes easier everything's come up everything is more positive because you you're not striving

45:49

so hard you're not trying so hard all the time and you're not responding to all of the unnecessary pressures that

45:56

can come in because you just go you know i don't i don't need to entertain them you know what a beautiful way to finish our

46:02

discussion today uh dr carrie i have absolutely loved our conversation for those listening in you're wanting to

How to create programs

46:09

reach out and spend more time with dr carrie go to drkram.com

46:14

she'll be there to just chat to you respond to you um help you on um how to create programs if

46:22

you're an expert in your niche and you go you know what now is the time i'm having a shift i'm having i'm pivoting

46:29

um the life life's changed the world's change i actually want to challenge myself how to actually create

46:36

a a program or a learning opportunity for adult learners in your business

46:42

in the you know where whatever sphere whatever sector you're in she will tell you the elements of that and how to do

46:49

that so you don't get overwhelmed yourself and you also don't overwhelm your learners because you will know when

46:57

you're overwhelmed let me tell you and uh and we don't want that you know with all areas of launching into new

47:04

businesses new opportunities comes that sense of discomfort rightness we want to

47:09

learn to be comfortably uncomfortable until we've pushed through and so that's why i love having people in my program

47:16

who are experts in their field because i can give you a hundred percent assurance that if this is something that you're

47:21

wanting to do then dr gray graham would be absolutely perfect

47:27

thank you thank you for that it's true i mean i you know i would offer or invite people

47:33

that yes visit me on the website and such but you know doing the soul searching and

47:39

and taking stock in the beauty of your own past experiences and

47:46

you know using them using them to your advantage recognizing that every person's journey is their own

47:54

and it's it's their own for the good and the bad and it does not have to look like

48:00

someone else's and and that's the beauty in life is that we take moments to share our experience

48:06

with one another such as you and i in this moment um but then we're able to walk away

48:13

knowing that we shared a moment in time but you and i are not competing with one

48:18

another and we're not attempting to fill the other shoes but rather we are

48:24

sharing in a moment of time exactly beautifully said thank you so

48:29

much for being on my program today i thoroughly enjoyed it for those of you

48:34

listening in who might not know about my programs obviously i am the ceo of the women's business incubator and the

48:41

women's business tribe the links are on the scroll but if you're listening in on my audio platform go to women's vids

48:49

incubator.com or women's biztribe.com there you will find a whole range of my

48:55

programs i've got startup incubators scale-up incubators had a dominating business with a seven figure mindset

49:02

i've got a life by design program how to balance that um that busy world that

49:08

you're entering and we all have stages of transition and we all go through stages and we go ah i've forgotten who i

49:14

am or everything's just getting too overwhelming and everyone is obviously

49:19

invited for a free trial on mywomensbiztribe.com come along and just listen into the

49:24

webinars that i have a global community of women just doing business and life their way showing up unapologetically as

49:32

their whole self learning how to do that when they're getting challenged by it they've got a tribe of people around the

49:38

world who are actually here to be their cheerleaders and to be there in those times of growth that we all want to have

49:45

lean in to the empowered future that you want to inherit uh i look forward to

49:51

seeing you online in my programs very very soon so thanks dr carrie uh it's

49:56

been awesome and um you have an awesome week and keep keep just being you right

50:03

absolutely absolutely thank you so much annie for having me it has been a

50:08

wonderful wonderful experience and conversation thank you [Music]

English (auto-generated)