

00;00;01;27 - 00;00;27;09

Cale

This episode marks a special milestone, the end of season one of Grin + Bare It. It's been an absolute pleasure to speak with some of the most influential names and innovative thinkers in healthcare over the past few months here, and I hope you've all learned as much as I have from these conversations. We've explored topics through grief, burnout, the secret to happiness, the future of health tech.

00;00;27;09 - 00;00;50;23

Cale

It's been a wide range, but there is one question that I've asked every single guest consistently at the end of the podcast, which is how do we tackle seemingly insurmountable challenges? What's the advice that can replace the outdated saying of just grin and bear it? To end the season on an empowering note, here's the advice shared by each of our guests so far.

00;00;51;18 - 00;00;55;25

Cale

Dr. Tim Sharp, also known as Dr. Happy from The Happiness Institute.

00;00;55;25 - 00;01;12;01

Dr Tim Sharp

I get asked a lot what's, what's the secret to happiness? And I suppose my answer is the one piece of advice is there isn't one piece of advice. The secret to happiness is there is no secret. And I say that half jokingly. But how? Seriously? Because going back to the very, very beginning, we talked about expectations.

00;01;12;04 - 00;01;32;21

Tim Sharp

The expectation that there'll be just one word or one sentence that will fix everything is, is a bit absurd. It's a bit unrealistic. There isn't one thing, and the sooner we stop looking for that one thing, the sooner we can sort of take in all of the possibilities and explore all the various options that might be helpful for us.

00;01;32;25 - 00;01;58;26

Tim Sharp

That being said, if I were to try and sort of answer that a little bit more seriously, I would say vulnerability, which again, is this idea of being open to all of the life experiences, no matter what they're like, and self-compassion, you know, again, there's a big concepts within the book. Do the best you can to get it right as often as you can. But when you don't get it right, which you won't sometimes, be kind to yourself.

00;01;59;22 - 00;02;03;13

Cale

Valerie Young, from the Imposter Syndrome Institute.

00;02;03;13 - 00;02;28;26

Valerie Young

I think I would tell them that it's not all about you. You know, when we play small or burnout or any of the other kind of repercussions around imposter syndrome, that there are costs and consequences, certainly to ourselves, but to other people as well, whether it's colleagues or our internal or external clients or, you know, our family or society community. You know, my mantra has always been everybody loses when bright people play small.

00;02;29;23 - 00;02;33;10

Cale

Camilla Rowland, CEO of Palliative Care Australia.

00;02;33;10 - 00;02;58;14

Camilla Rowland

I've been using the expression lately quite a lot. This too shall pass, and know that everything changes, and that when you're facing adversity through some more small measures of change, that what has happened will pass and life will move on. And I'd say that know that life will move on and that everyone has capacity to make small changes. So with one small change, this too shall pass.

00;02;59;17 - 00;03;02;28

Cale

Dr. Michelle Lim from Ending Loneliness Together.

00;03;02;28 - 00;03;30;10

Michelle Lim

Relationships will change and people pass on and we will lose the people that we love. So I think that we don't need to just plan for our older age financially. We also need to plan for it socially. We need to have communities that support us of different ages and different generations, and to remember that older adults, as an older adult, you have incredible amount of wisdom and life experience to pass on to the younger generation.

00;03;30;13 - 00;03;52;02

Michelle Lim

And in fact, I think that the younger generation do crave that actually they have something to give, and that's really meaningful in itself. So, to the older Australian out there, I think it's really around making a difference and knowing who your community is and making sure that we are surrounded by people that care for us and that we care for them

00;03;52;20 - 00;03;55;21

Cale

Professor Sarah Cohen Woods, from Flinders University.

00;03;55;21 - 00;04;26;18

Sarah Cohen-Woods

All you can ever do is your best. You cannot do better than your best, so be kind to yourself. Do what you need to do in your job, but don't forget to do what you want to do within that as well. Don't ever just do things to get the next dollar and just follow things to get that next grant, because then the real discoveries will get lost, because the real findings, the real big wow moments, are very rarely things that you planned in your research and outside of your research.

00;04;27;10 - 00;04;31;00

Cale

Dr. Michael Young, from Hospital in your Home.

00;04;31;00 - 00;04;51;16

Michael Young

I've already used it, to stay true to your vision, be authentic, and value relationships. I think if you can do that, no matter what comes along, you know if you're a patient that's confronting end of life, what's your vision? How do you feel about it? Who's around you to help you with that? In business is the same, surround yourself with really good like minded people who understand what it is you want to achieve.

00;04;52;13 - 00;04;55;03

Cale

Tim Doyle, founder of Eucalyptus.

00;04;55;03 - 00;05;30;15

Tim Doyle

My main reflection on times when I've gone through substantial adversity is that the road is long and that things move between the good in the bad quite regularly, and being able to extend the time horizon in which you think about these things lessens the impact of them in the short term. And then I think the second thing there is that, you need your places that you go to for support and for positivity and whether there's other people or kind of parts of your life that you get joy from. I found like being able to get to those quickly and reliably has helped me, particularly in times of like personal, of personal stress.

00;05;31;00 - 00;05;33;29

Cale

Chris Hall, CEO of Grief Australia.

00;05;33;29 - 00;06;16;23

Chris Hall

I think it would be 'Be brave'. Make it clear to people what you need, to find a voice, and convey those things to other people and to those surrounding that person — Be brave. Have courageous conversations. You know, as this bereaved brother said, you know, take yourself. Don't assume that, that the person will reach out because as, as a culture, we're not good at

asking for help. And so I think, be brave, have those conversations and realise that what people want is they want time. They want space. They often want to hear the name of the person who's died. That they're not relegated into, into history and that they want to find comfort. They want to find some comfort and meaning. And part of them finding the meaning is the fact that the person alive is not forgotten.

00;06;17;22 - 00;06;20;14

Cale

Craig Cowdrey, founder of Sonder.

00;06;20;14 - 00;06;36;28

Craig Cowdrey

just breathe in one step at a time and that potentially be a cliché and a bit common, but I think they are so for a reason. Because if you just stop, breathe in a critical incident, or to challenge your life and try to think clearly, to map your way through it, and then once you've got that, that mapped in that plan, then just take one step at a time.

00;06;36;28 - 00;06;55;21

Craig Cowdrey

I mean, I've been in scenarios where I'm thinking one week ahead, I've been in others where I'm thinking breath to breath because it's really that challenging. In different jobs I've had in Sonder as well so yeah., I think if you break things down incrementally, things start to become a lot more achievable. So not particularly groundbreaking advice, but I think advice have certainly helped me.

00;06;56;17 - 00;07;01;18

Cale

Sally-Anne Jones, president of the Australian Nursing and Midwifery Federation.

00;07;01;18 - 00;07;20;28

Sally-Anne Jones

I don't know if you've ever heard of it, but, some guys of San Francisco, we're in a fish market and they just had this really great philosophy called fish philosophy, you can look it up. It has stayed with me from the moment I heard about that right through my whole career. And there's four pillars in that. And this helped me grin and bear even some of the most difficult days.

00;07;21;01 - 00;07;39;06

Sally-Anne Jones

The first one is make their day. Make somebody's day. That's the purpose. Make their day. Have fun, which is absolutely true. The biggest one of all is choose your attitude. When I get up in the morning and I put my feet in my slippers, I get to decide whether I'm going to have a good day or really bad day.

00;07;39;07 - 00;07;55;13

Sally-Anne Jones

That's my decision. So choosing my attitude for the day is what helps me grin and bear it. And there are some days that are really tough. They've been pretty tough, but at the end of the day, with those other things, you know, I'm a servant of the people. That's my job. Make their day, have fun at work. Choose your attitude.

00;07;56;27 - 00;08;01;15

Cale

Autism researchers. Dr. Michelle Garnett and Professor Tony Attwood.

00;08;01;15 - 00;08;19;06

Michelle Garnett

I would really, really suggest practice compassion, self-compassion. It's always going to be to yourself first or you get burnout, compassion, burnout. And from there comes compassion. Because autism is just being human, you know, it's a different way of being human.

00;08;19;08 - 00;08;48;23

Michelle Garnett

We talked about different ways of thinking, perceiving, sensing, relating in the world, but essentially none of it is outside human experience. So we access compassion. That would might be my lead, lead comment.

Tony Attwood

Yeah, not to be so self critical. Unfortunately, autistic individuals are the worst critics of themselves and it's basically saying be more positive to yourself because what you had to endure, nobody else really will understand only you, however, not to let it destroy you.

00;08;48;25 - 00;09;21;00

Cale

Amazing. We have a lot of people who work in healthcare listening to the show and I would love just very simple bits of advice to the following type of people. The first is you're the colleague of someone who is neurodivergent. What would be a piece of advice to that person?

Tony Attwood

To the non autistic person? Listen to them and find out that there's a reason why, that they may be a bit unusual, that they may not be easily describing why they're like that, but find out and then make accommodations.

00;09;21;03 - 00;09;42;00

Michelle Garnett

Yeah. Me too. I think if you're just thinking, wow, this person is not acting like the others in the team, there's differences here. My immediate inclination would be to just become curious, lean in, find out what it's like, what their values are, what they're enjoying about work, what, what brings them there. And then, you know, what are the challenges?

00;09;42;00 - 00;10;06;06

Michelle Garnett

Just getting really curious. But obviously in that respectful way because it's a personal to feel different to others. So really wanting to respect that as well.

Tony Attwood

I think that's a very important point. Respect. Yes.

Cale

The second category of person I would, I would love a small piece of advice for is someone who is neurodivergent, either identify as you or have been diagnosed as working in that healthcare environment.

00;10;06;11 - 00;10;32;28

Cale

What can they do for themselves to make that environment more productive? A happier place to work?

Michelle Garnett

The biggest story, I think, is self-awareness. So coming in. So we wrote a book called Autism Working and that whole piece is about know yourself if you know your strengths, what you're bringing in, but also be aware of what may be challenges so you can be on the lookout for those aspects.

00;10;33;04 - 00;10;59;19

Michelle Garnett

And once you have self-awareness, the next thing and this is not available easily, but I would really encourage working on it either individually or with a coach or a loved one. Self-Advocacy. How do I show up for myself and know that I'm worth it? I've got something to offer, but I'm going to work so much better that the productivity, the the wellbeing, my own wellbeing, that of my bosses, my team will be so much better if these accommodations were there..

00;10;59;19 - 00;11;13;17

Michelle Garnett

So it's self-awareness and self-advocacy. And this is where I really think Tony's advice earlier, this is that ability to explain oneself to someone else. That's, I think in the workplace that can really, really have a good effect

00;11;13;17 - 00;11;39;12

Tony Attwood

Yeah, it's someone who can explain the politics, the procedures, the egos, the topics you can and you can't say able to repair the situation and so on. So they need not only is an advocate for themselves, but they need someone in the workforce maybe appointed, maybe someone

who's naturally chosen to do that, who recognizes their challenges and then spends the time reassuring, explaining and supporting.

00;11;39;15 - 00;11;44;21

Tony Attwood

So that's what I would look for a mentor in the workplace, but also at home.

00;11;51;12 - 00;12;13;17

Cale

Thank you so much for listening and supporting. Grin + Bare It. We're working on production of season two as we speak. In the meantime, I would still love your feedback questions, and any suggestions you have for the show. Season two is going to be incredibly exciting. It will kick off in a few weeks and features some amazing guests, including Doctor Fiona Wood, Ross Walker, and Professor Ian Oliver.

00;12;13;19 - 00;12;30;02

Cale

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