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Betsy Kindall:

I'm Betsy Kindall.

Nicole Fairchild:

I'm Nicole Fairchild.

Stacy Moore:

And I'm Stacy Moore.

Betsy Kindall:

And this is Arkansas AWARE, a project to advance wellness and resiliency in education.

Nicole Fairchild:

Hey, welcome back, everybody. We are in the middle of February, and here we are. It's time for us to talk a little bit more about self-awareness. We talked last week about this question, "Is it me? Is it possibly, is the problem me?"

Stacy Moore:

Is it Stacy?

Nicole Fairchild:

Is it me? So here's what I've done. I have looked up ... Because you know you can nowadays just Google and look up some quotes about self-awareness. And what I'd like to do, Betsy and Stacy, is read you these quotes and then get your feedback and see how they might relate to being the top-notch educator.

Betsy Kindall:

Okay.

Stacy Moore:

All right.

Nicole Fairchild:

Okay. What about this one? "To know yourself, you must sacrifice the illusion that you already do," Vironika Tugaleva. I don't know how to say her last name.

Betsy Kindall:

That kind of reminds me of-

Nicole Fairchild:

Tugaleva.

Betsy Kindall:

Actually, that's a little deep quote. But that quote reminds me of a Stephen Covey quote that says, "Seek first to understand and then be understood." Because-

Nicole Fairchild:

I'm the one bringing up the quotes here.

Betsy Kindall:

Sorry.

Nicole Fairchild:

No, go ahead.

Betsy Kindall:

Because I think there, it's really, people are like, "Self-awareness. Yeah, yeah, yeah, I get it. I get it." But the truth is, is one thing about self-awareness I think sometimes we forget, is that being self-aware also means being open to what others have to say. Because I think sometimes people get so far one direction and they lose their credibility, I guess is what I'm trying to say.

And in those situations, I think if you can understand both sides, it helps you better understand yourself. And I think understanding ourselves honestly is one of the keys to being a successful educator, a successful parent, a successful friend, a successful wife. All of those things I think come into play when we're talking about knowing ourselves and understanding ourselves, but also respecting and trying to understand where other people are coming from.

Stacy Moore:

The piece I take from that, from what you're saying and from the original quote, can you say it one more time?

Nicole Fairchild:

Yeah. So it says, "To know yourself, you must sacrifice the illusion that you already do."

Stacy Moore:

To me, the word that comes to mind is humility. It's me, now I can say that I don't know how I come across to other people. I think I do, but everybody has their own perception too, so that can cloud it. But also just to be humble enough to have humility enough to bring to this situation to say, "I may not know exactly how I am as a teacher."

Betsy Kindall:

Or am I who I'm-

Stacy Moore:

This is what I am-

Betsy Kindall:

Perceived to be?

Stacy Moore:

Right.

Betsy Kindall:

Yeah.

Stacy Moore:

So a couple things. It may not come across as I intended. I thought I just rocked that lesson, but I don't get to see from the other side. Maybe I didn't. Sometimes telling on myself too much. My kids would be like, "You yelled at me." And I'm like, "No, I really didn't." But maybe-

Betsy Kindall:

That was not yelling.

Stacy Moore:

It really wasn't yelling. But then it's like, "Okay, if I was ..." That's why I love being able to, we've talked in the past about recording yourself as a teacher. Because just because you don't know exactly how you're perceived or what's coming across. So I think there's learning to be done there.

Nicole Fairchild:

Yeah, I think there really is. It does make me think about the conversations we've had about how everybody can use a coach.

Stacy Moore:

Yes.

Nicole Fairchild:

I said this earlier today, if Serena Williams has a coach, golly.

Betsy Kindall:

We all need coaches.

Nicole Fairchild:

We all need coaches.

Betsy Kindall:

There's life coaches now.

Stacy Moore:

You do need a coach because even if you have an accurate representation of how you're coming across in class, you can't see the whole picture. You can't see every kid. I don't know how many observations I've done in classrooms where the teachers can't catch everything. They can't catch how this student is responding to that interaction. And so I think coaches can provide that third perspective view, that bird's eye view.

Betsy Kindall:

Well, and to build a layer on that. I think that is where we come in with being open to hearing a little bit of feedback. Being open to that. And recognizing that the way I see myself and the way that I'm perceived, it more than likely may not be the same. And if I don't think I'm yelling, and you do, there's something amiss. There's a gap there. So let's talk through what that is.

Stacy Moore:

Is that not based on personality too? I thought I was just a very strong and concise and I just tried to get to the point. And somebody else thought that I was being pushy. I mean, it really does on personality too, on how different people perceive you.

Nicole Fairchild:

That's true. Okay, I'm going to come back around to that.

Stacy Moore:

Okay.

Nicole Fairchild:

Okay. I got another quote for you. "The most important conversations you'll ever have are the ones you'll have with yourself," David Goggins. "The most important conversations you'll ever have are the ones you'll have with yourself."

Betsy Kindall:

It makes me think of that crazy podcast where I had a meltdown.

Nicole Fairchild:

I know, it does. Well, because-

Betsy Kindall:

It really-

Nicole Fairchild:

Outside. Yeah, because your internal dialogue.

Betsy Kindall:

Yep. Because now keep in mind, I probably would never have come to the conclusion that I did, had you guys not talked. And I was like, but seriously, there was a light bulb over my head that went ding. And it

was in those times as you were talking, and I was thinking to myself that I was having a conversation with myself, "Do I do that? Why don't I do that?"

And I was pretty much playing through, and I learned so much from that. Thankful for you guys for bringing that up. But had I not been an open person, you know what I mean? And recognizing that, or self-aware, I wouldn't have been open to having that conversation with myself. And that was a hard conversation for me to have with myself.

Nicole Fairchild:

It's so funny too, because we need to figure out which episode that is and put it in the show notes or something, Donnie, because we refer back to that episode all the time. Betsy may not want us to, but it is there in the archives. And I don't know about you, Stacy, but you refer to that episode a lot and that experience a lot. But-

Betsy Kindall:

A lot of it's not recorded either. A lot of it's-

Stacy Moore:

Oh, that's true. We cut them off.

Nicole Fairchild:

Yes, that's true. But even if you just listened to that episode, it was also pretty transformative for me because I didn't realize how upsetting it could be for somebody else to overhear my internal dialogue, how that sounded outside of the walls of my own brain. You know what I mean?

Stacy Moore:

Well, I'm stuck on the word important. Because when it says the most important conversations you'll have. And so in my mind, sometimes just knowing that we have conversations, sometimes they're not healthy conversations that we have with ourselves. And so I don't know the most influential conversations, because I do think it's like once we have it set in our mind, you make up your mind to do something, then you do it.

So I think those are important, but I thought you were going to say, "Are the hardest conversations to have." Those confrontational conversations are the most important. So I don't know. I see the significance, and I do think the self-talk is really influential in what we ... It is. I mean, it's thoughts, feelings, behaviors, right?

Betsy Kindall:

Yeah.

Stacy Moore:

But important. That's interesting because what if it's not accurate?

Nicole Fairchild:

But it's then the self-awareness that, "Wow, I am convincing myself and shaping myself into something that is actually not accurate."

Stacy Moore:

But you have to have self-awareness to know that.

Nicole Fairchild:

Yeah.

Betsy Kindall:

Well, Brené Brown says, "The story I'm telling myself."

Stacy Moore:

Yes, I love that.

Betsy Kindall:

The story I'm telling myself is X, Y, Z.

Nicole Fairchild:

Yeah.

Betsy Kindall:

That's the story I'm telling myself.

Nicole Fairchild:

Yeah.

Betsy Kindall:

And we believe that story lots of times. So the story you tell yourself is the one you believe. What's your story going to be?

Nicole Fairchild:

Yeah, absolutely. Okay, here's another deep one. This is Carl Jung, so you can imagine this one's heavy. You ready? "Until you make the unconscious conscious, it will direct your life and you will call it fate."

Betsy Kindall:

Okay, you're going to have to read that again.

Nicole Fairchild:

"Until you make the unconscious conscious, it will direct your life and you will call it fate."

Stacy Moore:

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Sounds like it would come from a psychologist.

Betsy Kindall:

I know. Because how do you make the unconscious conscious?

Nicole Fairchild:

I think that's the whole process of therapy.

Stacy Moore:

Well, part of it, but part of me, it reminds me of therapy where you relive your childhood and you figure out why you're doing what you're doing based on your past, which isn't always what therapy does. But bringing to light why you do what you do is what, to me that means. But that's me from a behavioral standpoint.

Nicole Fairchild:

So that's what I was thinking earlier, is that maybe even as we just think about this episode and this idea of the question, is it me? Is an important question. And it does take a lot of humility to figure it out. But it also, we do keep circling this mountain and coming back to how helpful it is to understand your personality.

And so we've done a lot of personality team building work with schools, mostly around the Enneagram because it's been fun and relevant. And it is fun and relevant, but it's also, it can be incredibly transformational. Because having the ability to understand yourself better and how you work with others better, man, it makes such a difference.

Stacy Moore:

Yeah.

Nicole Fairchild:

Every time I do that training, people are like, "Oh, I didn't realize it's because of that." Or, "Wow, this comes off that way." And still to this day, we've told you guys, listeners out there, we did the Enneagram, it's been four years ago now on our team, and we still refer back to it constantly, constantly. It's just a part of our culture-

Betsy Kindall:

Dialogue.

Nicole Fairchild:

It's a part of our-

Stacy Moore:

Absolutely. I mean, I can think of teachers and administrators right now that I think they perceive themselves as coming across a certain way. Other Enneagram type's personalities see that as a different

way. And I just think it's been very informative for me to learn about it so that I can see the different interactions.

Betsy Kindall:

I said this earlier, but I think it's also so, so important to be open and receptive to that feedback. But there's a lot of people out there who I've been here or I've been there and I realize, wow, there's really not a lot of self-awareness. But there's really not a lot of openness or receptiveness to that information either. And I think that's really important.

Stacy Moore:

So how do you become self-aware if you're not the one pursuing it?

Betsy Kindall:

Yeah, I think it's a choice. There has to be a choice that's made that I'm going to be open and receptive, even if it might be painful, or even if it might be really uncomfortable. Most of the time it is really uncomfortable. But I'm going to have to be open and receptive to hearing those things, to process how that fits in with who I think I am? Versus the perception of how people see me and where am I really in the scope of that?

Stacy Moore:

Which almost makes me go back to the quote about unconscious conscious. Unless you're ready to make the unconscious conscious, unless you're ready to hear this stuff and make that part of your awareness.

Betsy Kindall:

Yep.

Stacy Moore:

You're not going to move forward.

Nicole Fairchild:

No, you're not. And really, I almost feel like any of the trainings that we go out and do, one of the prerequisites is self-awareness. One of the expectations I think that we're almost unconsciously asking for is, "Okay, if you could just be a little bit self-aware as we move through this material, you'll get a lot more out of it. Because otherwise all you're going to ask for is magic wand. And we are plum out. We ran out."

Betsy Kindall:

Well, and I think for me, when we went to the Daring to Lead Summit, obviously you have to be pretty self-aware to go through that. I think that's why it was so hard. That was hard work. Hard work digging into yourself. And number one, if you're not willing to do that, you could go and walk away and learn nothing.

Nicole Fairchild:



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Yeah.

Stacy Moore:

And we're at different places in different parts of our different times in our life. Sometimes I'm ready to go there. Sometimes I'm surviving.

Betsy Kindall:

Yes.

Stacy Moore:

I'm not really wanting to go there today.

Betsy Kindall:

Yes. It's so funny, I had lunch with some friends the other day and they were playing a song that whoa, took me right back. Isn't it funny how music does that?

Nicole Fairchild:

Yeah.

Betsy Kindall:

It takes you right back. And they're like, "Maybe you should listen to that song and do something different and give a different memory relationship there." And I was like, "No, no. I don't want to erase the memory." I don't, it's a good memory, but there's days I don't want to think about it.

Stacy Moore:

Yes.

Betsy Kindall:

And there's times I want to put it in that box and leave it there. And there's times I want to play the song and listen.

Stacy Moore:

And wallow in it.

Betsy Kindall:

Yeah. And just listen with joy, honestly. But you have to be ready. And the timing has to be right.

Stacy Moore:

Yeah.

Nicole Fairchild:

I wonder what do you guys think about this? Are there times when difficulties in the classroom, difficulties in classroom management in general, or even just personality conflict between a teacher and student. If part of sometimes the rub is that difficulty is bringing up, it's making something that was unconscious conscious.

Betsy Kindall:

That's so weird to say.

Nicole Fairchild:

And then it's like, "I can't." And so we're shutting this down and instead of me processing that, I'm just going to not like you because I can't. I can't even go there.

Betsy Kindall:

Oh, absolutely.

Nicole Fairchild:

So that it's trying to come up. It's like a beach ball trying to come up out-

Betsy Kindall:

Like bubbling.

Nicole Fairchild:

Of the water. But I can't with it. And I don't want that to become conscious. And so instead, I'm just not going to do it. I'm just not going to like you and I'm not going to do that thing and I'm not going to.

Betsy Kindall:

Yes. Have you had that experience?

Stacy Moore:

I don't know. I'm trying to think. Because sometimes-

Betsy Kindall:

I had that experience.

Stacy Moore:

You did?

Betsy Kindall:

Absolutely. It wasn't in the classroom.

Nicole Fairchild:

Yeah.

Betsy Kindall:

But you know.

Nicole Fairchild:

But personality conflicts can sometimes do that.

Betsy Kindall:

It can. Or it sometimes may not be a personality conflict and the person just simply is not ready to go there, simply not ready to engage. Or if we're talking deep therapy work too, the pain may be more than they want to deal with at that moment. I'm not ready to dive off into this. I'm not ready to go there. Or I've told myself a different story.

Nicole Fairchild:

Yeah.

Stacy Moore:

And is it traditionally how we viewed differences in the classroom? I shouldn't say differences, like challenges in the classroom. So is it normal for me as a teacher to say, "I'm having trouble with the student. Let me think about what I'm doing on my part." Is that our first go-to?

I mean, even if it's something that's very obvious disrespect or obviously not performing up to our standards or up to expectations, is it our first, how is this environment or how am I being perceived by the student? I don't think that's natural for us to do that first, but I could be wrong.

Nicole Fairchild:

Yeah.

Stacy Moore:

I mean, some people, I would go there now when I was a teacher. I don't know, did I go there first?

Nicole Fairchild:

I think it would be hard to go there first.

Stacy Moore:

Yeah.

Nicole Fairchild:

I really do. I think it would be hard to go there first. But it just brings me back to all of the stuff we train on. It's really difficult for it to work, for it to stick, for it to click into place, and make sense unless you've got some ability to go, "Oh yeah."

Stacy Moore:

But I think a big thing there is I don't want people to hear that it's always because you're doing something wrong. Or as a teacher, it's the teacher's fault. No, no, no, no, no, no, no. Not at all.

Nicole Fairchild:

Right.

Stacy Moore:

But if we're going to fix the problem, we've already talked about the power differential and where that lies. And so if we're going to make a change, the best way to change other people's behavior is to change our behavior. I mean, I hated that quote, but it's proven itself over and over again.

Nicole Fairchild:

You know what I say in therapy?

Stacy Moore:

What?

Nicole Fairchild:

What does sodium and chloride make? Do you know what they make? Hey, ninth grade chemistry.

Stacy Moore:

Salt. Yeah.

Nicole Fairchild:

Salt. Okay. Yeah.

Stacy Moore:

I thought you were talking-

Nicole Fairchild:

Betsy's looking at me like blank. So sodium and chloride make salt.

Betsy Kindall:

It's been many years since ninth grade chemistry.

Nicole Fairchild:

You put these two things together and you get table salt. But what if the chloride decided to pick up a hydrogen atom? Or what if the chloride decided, I don't know what it connects with. Now this is going beyond my chemistry ability. But what if it picked up some oxygen? Are you still going to get salt? No, you're not. It changes the whole thing.

Even if the sodium does nothing different, you can go from combustible to not combustible. And the one factor doesn't change at all. And so I do think relationships are much like chemical compounds, where I

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don't necessarily have to have you change at all. I can fix it. I can fix this situation. I just need to find me some hydrogen. I just need to get me an oxygen atom.

Betsy Kindall:

And that's the science lesson for the day.

Nicole Fairchild:

And it may or may not go well. And I do think, obviously we want both parties working on it. But there's a lot of power in just taking care of what you can take care of.

Stacy Moore:

Yeah.

Nicole Fairchild:

Doing what you can do.

Betsy Kindall:

So I think after we've talked through everything today, if you're out there listening and you're thinking, "Wow, that was a lot." So our question to you is "Are you self-aware? And are you really open to the perceptions that people may see you versus how you really think you might be?" And where's the balance in that?

Nicole Fairchild:

Yeah. And read some Carl Jung, if you get bored.

Betsy Kindall:

Oh, boy. We'll see you guys next time.