

N.Y.B.L. Podcast Ep 136 (Managing a Narcissist's Anger with Dr. Les Carter) M1 V1

[00:00:00] Welcome to another episode of negotiate your best life. I'm Rebecca Zung and I am so honored and excited to welcome Dr. Les Carter today with me, he is. Absolutely incredible. Uh, he has an amazing YouTube channel, a podcast. He's also a bestselling author, a therapist, and has done a lot, a lot of work in the area of narcissism.

[00:00:37] He's his channel on YouTube is actually called surviving narcissism. And he has conducted like 65,000 counseling sessions and workshops and seminars. He specializes in anger management [00:01:00] and narcissistic personality disorder. He has, I don't even know. I half a million subscribers are more on YouTube and he he's, I really, really done some, a lot of deep work in this area.

[00:01:19] So I'm so, so excited to be talking to him today. We're gonna be talking today, specifically in the area of anger management and surviving narcissism, which. Is so, so powerful. So thank you, Dr. Les Carter for joining me here today. Well, you're welcome. You know, when you say I had 65,000 counseling sessions, that means one thing, and that means, oh, wow.

[00:01:46] I've and yeah. Yeah. So yeah, I mean, you say your semi retired, but I, I don't see it. I don't see how it's possible. I mean, you're still everywhere. I mean, you're doing these YouTube videos. You're doing a podcast. [00:02:00] You know, you've written all these books. I mean, you're, you're still so active and you're still doing so much and you're helping so many people you've helped really, probably millions and millions of people all over the world.

[00:02:13] Well, and, and, and, you know, because you're in the field yourself, it's, uh, it's an honor. You know, to, uh, to be able to speak. I've had an interest in this since I was literally, when I was a kid, uh, I was one of those inquisitive, why is this happening kind kid? And then to be able to do it for a profession now I'm on the, uh, the backside of my counseling practice.

[00:02:34] I did over 40 years in, uh, in my therapy office. And now I've, I've laid that aside and I'm putting all of my efforts into my media stuff. So it, it is just an honor to be able to, to say, here's what I've learned. And I'm a fellow

Sojourner. I'm, I'm pleased to share what I know with anybody that would be willing to listen.

[00:02:51] And, uh, and hopefully a lot of good can come from. Yeah. And, and I'm, I was very honored to be on your podcast recently, myself and yes.

[00:03:00] But you know, you really have become well known for your work and anger management. Therapy. And how did you move from there to your interest in narcissism? Well, Rebecca, when I was back in my doctoral internship, I was still in my twenties.

[00:03:19] I had a supervisor that had done quite a bit of work in terms of, uh, anger management and his teaching with me. And it stuck with me all these years now is you can tell a lot about a person's pathology or healthiness. By watching how they manage. And, uh, it's in the, it's really easy for somebody to say, you know, I'll be nice to you if you'd be nice to me and everything's going really swell, but you, you really can tell the depth of an individual's healthiness, uh, when there's strain and stress and differentness.

[00:03:51] And that's when you see what a person is drawing upon. And so that's how I started going into my anger management and. Put [00:04:00] together a, a series of, uh, workshops. It was a six part series. And, uh, did that multiple times per year for many years. And as I was talking with people about handling anger correctly, I, I would go into the distinction between suppressing your anger and being openly aggressive and passive, aggressive, and assertive, and then appealing to what I refer to as your higher priorities, you know, goodness and patience and self restraint, things like that.

[00:04:27] The more, I would zero in on the patho pathological side of anger, you know, we kept bumping into words like control. Or selfishness or entitlement or fear and defensiveness and the deeper I got into all that, it just dawned on me. We're we're talking about narcissism because those are the key ingredients of what narcissism is about.

[00:04:52] Right. And so. Anger tends to be the way that a narcissist will display much of their pathology, but anger [00:05:00] is merely a reflection of what is already on the inside and they're not managing it well. And so that's where I started going more and more deeply into describing the whole narcissistic pattern, obviously, as you well know, it's a pattern on a spectrum.

[00:05:14] And, uh, those of us who can see some of those possibilities on the inside of us, we're able to own. Take responsibility for it and keep it contained.

Uh, but then there are many people it's like, I don't wanna keep it contained. I like being, uh, myself self and I like being controlling and, uh, I feel entitled.

[00:05:35] And so they run with it and it, it goes further and further down that spectrum to the point to where. Not only is there uh self-absorption and entitlement obnoxious, but then it just leads to one episode after another, after another with anger. And the way I put it is that anger is just simmering just right there under the surface.

[00:05:56] And all it takes is just one false move or one false [00:06:00] statement from you and boom, here it comes. And so that's how it all just, it's kind of morphed over the decades of work that I've been doing all this work. Yeah. I mean, because narcissists, they get triggered with that narcissistic rage, right. I mean, it's like right there.

[00:06:19] Exactly. Uh, you, you've got, you've got the narcissistic rage and I I'm so thankful for the, uh, for the work that's done by John Gottman. He, his work is with, uh, with marital therapy, but, uh, you may, uh, be aware of his, he, he talks about how there are four indicators that, uh, would tell if a marriage is on a, on the brink of divorce and the four indicators are, let's see if I can remember 'em now criticism, uh, contempt.

[00:06:48] Stonewalling and defensiveness. And the number one ingredient that, uh, of those four is contempt and that's its own special form of anger. [00:07:00] And so you can take that research as it applies to marriage, and you can put it in pretty much any kind of relationship, whether it's in family relations or friendships or work when a person is holding on.

[00:07:12] To an attitude of contempt and they hold people in disdain and they just go straight into that place of criticism. Then, uh, that's not a good place to be. And that obviously says much more about the person who's holding that emotion as it, uh, as, uh, more, much more so than the person who's receiving all the, uh, the net results of it.

[00:07:33] That's interesting. I, as a divorce attorney, I came up with my own set of, uh, Kind of indicators. I came up with what I call the three deadly sins of marriage, which are abuse, addiction and adultery. I call it the three A's . Yeah. Yeah. Well, and it works too, and it's very happy too. I mean, I've seen all those folks in my counseling also for sure.

[00:07:57] Yeah. I was like, pretty much if I saw the three A's or [00:08:00] a combination thereof, it was like pretty much definitely not happening. Uh,

Yeah. So why do narcissists respond so poorly to conflict? What does that tell us about them? Well, uh, they want you to think that they're all that, but the way I put it is whenever a person just falls apart in conflict with all of their anger, what they're doing is, is they're illustrating exactly how in.

[00:08:34] They really are when it comes to the people skills. Basically, first of all, selfishness is their go-to response anyway. And so when there's a difficulty, let's suppose that you and I differ on something. Well, if I'm an empathetic person, I can say, Hey Rebecca, I know that you feel this. And I'm thinking that.

[00:08:53] Let's put our heads together and figure out what's going on. Let's talk. I want to know your perspective and you would do the same in [00:09:00] reverse, and we would have healthy conflict resolution. That's the way healthy people do it. The narcissist by definition is so consumed with oneself. It's like, well, this is all about me and I don't care what you're thinking.

[00:09:13] And so they start with the, the notion. You are an irrelevant person and your feelings, your perspectives, your opinions are nothing. But really what they're saying is I don't know how to handle complexity. I, I don't know. I don't know what to do when somebody doesn't just cower to me. And that's that an aptitude.

[00:09:35] And then in addition, what's beneath so much of their anger is they're saying, I don't trust. Now. They'll say I don't trust you. They'll make you the problem, but it's like, I never really learned how to have an open relationship with people. I never really learned how to, uh, to develop that skill. In fact, the trusting skill doesn't exist.

[00:09:59] And [00:10:00] frankly, when they say they don't trust you typically there's a whole lot of projection going on. You know, I'm not that much of a trustworthy person, so why would I trust someone else? But they don't say. Because they don't have that level of awareness. And so their whole mentality is I've gotta win.

[00:10:17] And all of that is just being carried on the inside of them. And so when conflict shows up, rather than responding to it in that clean way that I just described a moment ago, That's what, uh, that's, what's attached to their anger. And so it comes out in a very dysfunctional kind of way. And the, the amazing thing is, uh, no matter how far off base they are.

[00:10:43] They don't take responsibility for it. It's it's still your fault. It's like, no, you're carrying a whole lot of, uh, ineptitude on the inside of yourself.

Please admit that. And it's like, no, I don't, I don't do that. And so it continues on and on and [00:11:00] on. Yeah. And what you know, is this due to examples they had as a child?

[00:11:06] I mean, what's the foundation of all of this dysfunctional anger. Well, almost always. I know you're not supposed to say always, uh, but pretty close to it. They didn't have good role models. Uh, many times they themselves were on the receiving end of inappropriate anger. I mean, you mentioned abuse just a minute ago.

[00:11:28] Uh it's. It's just a well known fact that abusing adults very commonly were abused themselves when they were small. And you would like to think that, uh, as that person grows and ages and, uh, and enters through the adult years that they would think, man, I did not like being abused. Therefore I'm not gonna do that to someone else, but that butting narcissist, when they've been on the receiving end of inappropriate anger, they're thinking, okay, maybe right now, I'm not gonna be [00:12:00] able to overpower this authority person in front of me, but my turn's.

[00:12:04] And, and so yes, they, they probably had some very inappropriate uses of anger, uh, within the, uh, in, in their own history. And so they're, they're just kind of compensating for that feeling of inadequacy that was put onto them. And then plus in their childhood, you know, most of them, the best way to learn anything is through model.

[00:12:25] And if, uh, if the model was not there, then they don't have anything there to draw upon. And, and so, and then there's another term that I use as what I call the training of emotional incompetence. And, uh, what I mean by that is again, let's, let's say you have a 10 year old child. And that 10 year old is agitated because of something that a friend did.

[00:12:46] And so what you would do is you would sit down with that child and say, I can tell you're feeling frustrated. Let's talk about what's going on and they explain it to you and you affirm, okay. I can appreciate this. How are we, how are we gonna manage this? What [00:13:00] options do you have at a time like that? And when that 10 year old begun begins blaming the other kid, it's like, okay, I understand that other kid's not handling things well, but where do you want to go?

[00:13:10] Who do you wanna be? And so you have to train a child to individualize and think for themselves and, uh, have this notion that says. I'm capable of managing my emotions. I just need to figure out, uh, how that fits in

my specific circumstances. Most people didn't have that kind of training, uh, growing up.

[00:13:29] I didn't. And, but butting narcissists certainly did not have that kind of training, but then healthy individuals can catch up and they can go back and they can think, well, I do get to define. And I do get to, uh, figure out what my coping skills are gonna be. What would I like that to be? And that of course is what we refer to now as relationship boundaries, uh, starts with you defining yourself, the, the narcissist you look into their deep past.

[00:13:56] None of that was there. They had the modeling, they had, they were on [00:14:00] the receiving end of, of a lot of lousy emotion. And instead of being the one that says, well, I'm gonna make the adjustment. They just keep, they keep it going and it just can go generation to generation until someone finally says, enough's enough.

[00:14:14] This is not working. But typically that narcissist in front of you is not likely to be the one. That's gonna say that. Yeah. And you know, here's the, the \$65,000 question that everybody always asks, you know, can they be rehabilitated?

[00:14:34] You know, every now and then. You mentioned, I had about 65,000 counseling off, uh, sessions, and I don't know how many cases that actually represents, but a lot every now and then I would get someone that would come into my office and they had some pretty, uh, dysfunctional ways of engaging with people and they would just be just gut level [00:15:00] honest with.

[00:15:01] And say, you know, what I'm doing is not working. I don't like the person that I've become. I've got to do something about it. And from time to time, you get that person that comes in there and typically is on the, uh, the backside of some sort of, uh, collapse or, uh, a real, uh, challenge and all that they've had.

[00:15:19] And from time to time, that person would come in. And of course, I would just lick my chops on that. Just like, man, this is wonderful. This is why I do what I do. The odds of that happening are really well. Yeah. Uh, unfortunately most of the people that came into my office were the ones who were on the receiving end of that narcissist anger.

[00:15:41] And, uh, and then if that narcissistic person came in to talk anything out, Almost always, it was like, let me defend myself cuz I don't think I'm gonna come out very good by this other person's, you know, description of me. And as

a result, they see therapy as being a game and [00:16:00] they try to gain the therapist and the therapist in this case, it would be me would have to be smart enough to know what's going on.

[00:16:06] Uh, sometimes. Percentage wise, it's very low. You get, uh, someone that'll say I I'm I'm ready most of the time. Uh, they just keep it going because it just shows that that, that darkness on the inside of the narcissist can be so deeply embedded that it's just become central to what they are.[00:17:00] [00:18:00]

[00:18:45] And, and a lot of times they're very good at gaming the therapist aren't they. Oh, yeah. uh, there would be times when, uh, when, uh, someone would come in and, and, uh, they would be really [00:19:00] good. In fact, there are times it's almost like they're a little bit too good. And, and then later on a family member or the person they're living with might, uh, call me and say, man, I have a, a private session with you.

[00:19:12] And I would hear an entirely different story. It's like good to know. And, uh, one of the things that can be helpful, uh, when you're dealing with a narcissist is to make sure that there is, uh, is open accountability and, and input from, uh, friends or family members or coworkers, uh, that they're willing to fess up to.

[00:19:33] But, uh, you know, the, the gaming narcissist doesn't particularly want you to hear from those people and that's part of it, but yeah, that's it, to, to them, it's just a competition that they wanna win. Well, because I mean, a lot of times what they'll do is they'll use the persons they'll trigger. The the, their victim or their target.

[00:19:55] And then they'll say, look, that person is [00:20:00] also contributing or that person's also just as bad, right? Oh, and that's one of their favorite games is victim blaming. Yeah. Uh, in fact, uh, the way back in the seventies, I think the guy's name is Eric Sharom, uh, wrote a book called games, people play, and, uh, one of his favorite games was the gotcha game.

[00:20:24] The narcissist will bait you and bait you and bait you. It's kinda like poking you in the ribs of the stick. And then when you finally say quit it and you get mad and, uh, you blow. Then that person will turn around and say, how am I supposed to deal with someone is off basis. You so gotcha. And, and narcissists love to play that game.

[00:20:43] Of course, they fail to acknowledge their contributions to that. Imagine that they'll turn around and tell the therapist, look, they're just as bad as

I am or they're even worse. Or I'm the calm one. Yeah, exactly, exactly.

[00:21:00] And that's what we mean when we say it's just simply a game. Right. Right. And, and, and is that part of their blame shifting when they become angry as well?

[00:21:09] Or tell us about blame shifting? Well, and definitely, you know, one of the things that we say about narcissist is that they have a high level of fear and defensiveness. Well, you may have heard the old saying that the best defense is a good offense. And so part of them defending themselves is to keep you on your heels.

[00:21:32] And so, as long as we're over there talking about that other person's, uh, Failures or disappointments or personality flaws, then that narciss is thinking good. That's that much less time we have to spend talking about me and my foibles. And so that's part of that. That's why they go into that blame shifting and then also.

[00:21:51] Uh, another of the primary indicators of narcissism is, uh, they, they just absolutely cannot and will not take responsibility [00:22:00] for their contributions. It, it, it's kind of amazing when you think about the ill logic that they bring. It's like, you mean in 100% of the conflicts you've been in, it's always that other person's fault.

[00:22:13] And if the, if the narcissist were honest, they'd say, well, that's, that's my opinion. That's how they think. And they can, they can't introspect. Right? Right. So when a person's on the receiving end of a narcissist anger, what are some of the most common mistakes that they make? Well, knowing that a narcissist is highly control.

[00:22:37] That's their gain. The biggest, one of the biggest mistakes is, uh, you can go into the counter control flow. Uh, it's like, uh, you're gonna be stubborn with me. I'll be stubborn right back. You're gonna be bossy with me. I know how to do that. Uh, you want to criticize me? I'll just shove it right back at you and you get into this point counterpoint gain and it, it just doesn't end well [00:23:00] for you because the narcissist is good at what they do.

[00:23:03] And so they're over there thinking game. So one of the biggest problems that you can do is to, uh, to get, uh, get yourself pulled into the point counterpoint, uh, control game. Uh, another is you can kind of go into what I call the, the three nos pleading, uh, no pleading, no coaxing, no convincing. Uh, they'll plead that you can plead your case with that.

[00:23:25] Narcissist. It's like, come on don't you understand this? And then you try to give your rationale for why you, we need to get along better. And the narciss is thinking, oh, I've got you eating outta my hand. Don't I? So that's another thing that you don't want to do. Another mistake that you can make is you can try to put shame on.

[00:23:45] Uh, and you, you can be thinking, well, if I can make them feel badly enough about who they are, then maybe they'll reform. And so you can say, you know, you've got to be one of the most impossible people. And, uh, everybody I know has the same opinion of you. You can [00:24:00] just go into all those guilt tripping onto the narcissist.

[00:24:03] And you know, what the narciss is gonna do. Uh, they're gonna, it's called boomerang communication. They're gonna sling it right back at you. Uh, or another mistake that you can make is you can go into the appeasement mode and try to be a people pleaser. We call that fawning, you know, just fawning all over them.

[00:24:19] I'll do anything I have to do to, uh, to keep you, uh, from being mad at me. So you wind up playing an, an enabler's. I mean, there are all sorts of things that you can do in reaction to that angry narcissist and to them, all they're thinking is this keeps the game alive, which is what I like. This is what I live for.

[00:24:39] And they want to be on the superior end of the equation every single time. And so, like I say, they're. They'll pound you into it. And then you walk away, you know, with your emotions, bruised and hurting and like you're insinuating. Uh, then they have all this ammunition then to say, see, look what an idiot you are.[00:25:00]

[00:25:00] And so my thing is okay, you you've gotta know what you're you're dealing with here. This is a dysregulated person who loves to keep you dysregulated because it keeps the focus off of themselves. And, uh, you, you need to know the, the game. And, and I know as an attorney for you, uh, I'm sure you had to coach your, your clients up left and right on that one.

[00:25:23] Yeah. Well, I mean, and that. Gets them you're back into the mud now. They're like, well, alright, now we're back into it. Now we're going again. You know, like now we got supply. You're giving them that supply that they want. You know, I mean, once, once you do that, you know, you're sucked back into it, right? So, you know, if you, if you wanna give them supply, do it strategically, you know, make a choice that I'm going to do this for a reason, for

a purpose, because you're gonna get something out of it, but not, not because [00:26:00] you know, they're leading, you make the choice that you're leading.

[00:26:06] Exactly. Exactly. And, uh, and that, that's the key thing. It's like, uh, I, I would constantly ask people in my office and in my seminars who sets your pace. And, uh, the correct answer is, well, I guess I'm supposed to be the one that sets my pace and it's like, okay, that's the correct answer. Now in real life, who sets your pace?

[00:26:31] And it's, it's so humbling when you realize, I, I think that what I'm doing is I'm allowing that narcissist to push my, push my buttons, and then people will walk away thinking I, I lost me. I, I became a person. I didn't like, uh, then I just started playing into their games. And, uh, I, I don't like the version of me that comes out.

[00:26:57] And that's where we say, you know, you [00:27:00] need to pull back and, and what is what I just referred to as simply individualizing, you've gotta individualize. Uh, you can't assume that if things are gonna move forward in a healthy way, that the narcissist is gonna say, well, I'd like to join you cuz they won't.

[00:27:15] And so, uh, you, uh, you decide, well, I'm gonna go ahead and maintain my distinctives with, or without, usually without the narcissist blessing or coordination or cooperation. And it's easy for good old Les Carter to say that's the way to do it, but it, it so cuts against the grain of the way we're wired.

[00:27:36] Most of us wanna have that, that connectedness and that back and forth, which is why we get into relationships in the first place. And so it can feel counterintuitive, but you just gotta practice self-care cuz the narcissist. Sure. Isn't gonna go into that space with you. Yeah. So, uh, tell, tell us about calm firmness.

[00:27:54] What's that? Well, that's, that's one of my [00:28:00] favorite terms that I like to use. On one hand, uh, when we, when we talk about having relationship boundaries, uh, we need to have firmness. Uh, you wanna know this is what does work for me. This is what does not work for me. These are the needs that I have that I don't want to negotiate.

[00:28:17] And, uh, these are the, the, the, the, uh, elements of treatment that I want to maintain. And if you choose not to go along with me, I get it, but I'm gonna move on. And so you decide for yourself who you're gonna be. That's the firmness. Uh, you do so knowing full will. That the narcissist is just waiting for

you to take a breath so that they can break in and say, well, let me tell you how stupid that is, or let me tell you how you're far off base.

[00:28:44] And it's at that point that you don't take the bait, you have firmness, but then the ultimate tool that you have in your toolbox that they don't know what to do with is your calmness. You, you wanna get to the point of saying, you know, [00:29:00] I make sense. I trust myself. One, one of the, the, uh, the YouTube videos that I did a while back, uh, is called your ultimate superpower, uh, when you're dealing with a narcissist and the superpower is self trust.

[00:29:15] It's like, well, when I say something, I make sense. And when the narcissist, uh, says they don't like. Well, bottom line is they're predisposed to not like it. You remember that, that, uh, serial commercial, uh, give it to Mikey. He hates everything. Yeah, I remember that probably totally hates me, but, uh, I was a little kid when that was out, but yeah, exactly.

[00:29:42] And, and so in calmness, it's like, well, I'm gonna go ahead and factor. The, the idea that the narcissist thinks very poorly of me. I get it. It's not comfortable. I don't like it. I don't agree with it, but there it is. And I just feel no particular [00:30:00] need to have to plead my case with somebody who takes my words and tries to play a manipulative game with it.

[00:30:08] I'm not gonna do that. And so that's the calmness. So we add firmness. To calmness. And that's a lethal combination as far as the narcissist goes, because it's your way of saying I'm not engaging. If you want to win, guess what? You can win in the game of thinking that you're superior over me because you see, I don't care and I'm not engaging with you.

[00:30:31] I'm I'm yeah, yeah, exactly. So that's the calm firmness, and that's the individualization that I'm talking about. And then when they want to come back and say, well, you're still terrible. You're still. Then my response is gonna be, I understand it. That that's the way you feel. And then there's the approach that I refer to as the nonetheless approach.

[00:30:54] Nonetheless, I'm gonna proceed. Yeah. And I'm gonna be me. Yeah. I, I, I like to say, you know, I [00:31:00] agree that that's how you feel. exactly, exactly. He's like, I've agreed with you that that's how you feel. Uh, it's like, basically I've agreed with nothing, but, you know, they . Yeah. Well, and you know, when you're, uh, legal negotiations at some point, uh, they're the other side, when they just keep coming at you, it's just it's, it's just, you know, just clanging noise.

[00:31:30] Yeah. Yeah. I mean, You remember the, the peanuts cartoons when you had the kids and then when the parents were talking it's wall, it would just be exactly just background noise now. Exactly, exactly. Exactly. Well, I interviewed judge Lynn Toler, uh, who was on de TV's divorce court for 17 years. And. And she said, you know, you just watch it, like, watch them go by.

[00:31:58] Like, as if you're watching [00:32:00] something, you know, on television or something, it just sort of like, observe, start observing them as if you're observing a third party, you know, you know, it's, it's kind of sad to say, but narcissists they can differ in the way that they play out their pathology, but they're absurdly predictable.

[00:32:18] Yeah, exactly. I say they're heinous and horrible to deal with, but in some ways simple because they are so predictable, you know? Right. But so can you ever expect a time when they will cease their anger and settle into a reasonable way of handling? Well, wouldn't that be nice, but, uh, we, we go back to the fact that they're, they, they carry this ineptitude that, uh, they would have to first admit.

[00:32:54] Uh, as a simple illustration, uh, I remember when I was in college and I, I, I didn't have a [00:33:00] whole lot of money at the time and I, I needed to tune up my car and I had a buddy and, and, uh, he said, well, you know, I can teach you how to do it. And so what I had to do is I had to say, okay, you're gonna need to start with the basics with me.

[00:33:12] Tell me what a carburate is and tell me what I have to do with this. And we went down to the car, shop a car part shop, and we got all the stuff and I was able to tune my car with \$6 worth of material that it would've cost \$39 to let jacks do it. And, uh, and so by saying, I don't know how to do it, but I'm, I'm willing to.

[00:33:30] Uh, that's what you have to do now, take that on a much broader level to your personality and your relating skills. The narcissist in order to move forward would have to say I I'm kind of in over my head here. Uh, I suspect that I could figure it out, but would you be willing to walk me through it? That's not in your wheelhouse.

[00:33:54] Right. Uh, to them, uh, vulnerability is, uh, it's [00:34:00] kryptonite. It's like if I show myself to be vulnerable, I'm just gonna melt. Like the week at which of the west and the that's exactly. That's exactly right. So can they, yeah, maybe, but the odds are so low that you just have to presume, uh, uh, this person in front of me is probably not gonna be the one that does it.

[00:34:23] And then I go back to my word individualization. I'm gonna have to individualize my efforts. Because if, uh, if I don't take care of me, I sure can't count on that narcissistic person to step in the gap and, and do what's right by me. Right. Exactly. Exactly. Which is why, you know, I, the way I teach people how to negotiate is to create, leverage around potentially exposing them because that is their cite.

[00:34:50] Oh yeah, exactly. Yeah. Uh, they image control is so important. Yeah. and, uh, absolutely. So and yeah, so you [00:35:00] have to know yourself. In order to have this calm confidence I'm talking about, but part of knowing yourself is also being aware enough of that person in front of you too, that you know, where, what they're coming at you with so that it doesn't catch you off.

[00:35:13] Absolutely. Absolutely. Oh my gosh, this was. So powerful. Uh, I mean, I wanna encourage everybody to go back and listen to this episode a few times, a few times, and you are such a wealth of knowledge. I, I definitely wanna have you back on the show again, I, because you are such a font of knowledge that this was really, really, really powerful.

[00:35:38] So thank you, Dr. Les Carter, where can people learn more about you? Where can they follow you? Where can they get your books and all. Well, the, uh, and, and by the way, thank you for having me, Rebecca. I, I so appreciate what you do and, and what you stand for. Of course I have my YouTube and that's surviving narcissism with Dr.

[00:35:55] Less Carter. We have our uh, website surviving [00:36:00] narcissism.tv, and I've got a ton of articles on there and tests and, and, uh, and then also that also can give you links to my podcast, which is also calling, uh, called the surviving narcissism podcast. So. Plenty of resources. And like I said, just a few moments ago, I'm always honored when someone allows me to join them on their journey with them.

[00:36:20] And, uh, and so, uh, you know, it's out there it's available and I hope people can, uh, make good use out of it. And, uh, over there on my surviving nurses and channel, I, I refer to all my followers as team healthy. So I love for everybody to just come over and join me on team healthy. Yeah, absolutely. So go check him out.

[00:36:38] Go follow him. Go. Look at his resources, he's really a font of incredible information. So thank you so much for joining me here today and you

are absolutely an amazing, amazing resource. So thank you. Thanks Rebecca.
By best to you.