

Ruth Kudzi ([00:04](#)):

Hello, welcome to the coaching hub podcast with me, your host, Ruth Kudzi. If you're coach or you're coaching curious, this is the place for you. We're going to be talking all of these coaching, personal development and business development, and a really fun wine. You're going to have live coaching sessions, and you're going to come away with tools and techniques that you can practically use and take away. If you enjoy this podcast, I would love you to subscribe. And if you really enjoy it, give me a review. I am delighted to have somebody on our podcast today. I think a lot of you are going to resonate with Janis Chan, and we're not going to introduce Janis. This is a conversation in itself because she said she's a coach and the engineer, how would you actually introduce yourself done this?

Janis Chan ([01:02](#)):

This has been an interesting experiment for me in the last month or so, and it's only the last month or so that I've been able to say I am a coach. I've kind of struggled with that slightly imposter syndrome aspect of it, but I also still aligned with being an engineer as well. So I do introduce myself as I'm Janice, but I don't attach to my role anymore. I'm very much a, I come from an engineering background, but I'm also a coach and a project manager. So I kind of live at that. And then it depends on who it is. We go on to other conversations, but I do not really kind of, I don't fix my identity to those labels anymore.

Ruth Kudzi ([01:50](#)):

I love the fact that you don't fix your identity to those labels, because this is the hardest thing for people to come up with that two years, you have a podcast, how they introduce themselves and you sharing not really about the label, but also it depends who you're talking to.

Janis Chan ([02:07](#)):

I think it's, it's just that was an interesting learning for me, I guess, as part of this journey as well from years of being an engineer and that's all I've ever known you know, studying engineering and going into Korea of engineering. I found myself in the first quarter of this year, I really struggled with letting go. And then I kind of met somebody in another network who was a founder. But as a former engineer, but he's not done any engineering. He was an engineer in the army and he's not been there for like over 20 years and he's gone on to do other things, but he still introduces himself as an engineer as well. So I was like, oh, that's quite interesting. And then I just realized you know, just through that modeling, I can still use that name and the identity if I want to. But it's got to meet, define who I am. And I guess Reese more recently I've realized that those roles that we play or not necessarily who we are and it was really liberating to go from there. So yeah, I'm sure it will change.

Ruth Kudzi ([03:28](#)):

I love it. So we're going to be talking today about some, some interesting things, but really at the core of it, we're going to be talking about growth mindset and how having that and detaching from outcomes makes a big difference in your life. They why'd, you want to start with that?

Janis Chan ([03:49](#)):

I guess for me, it's really about that, that journey of studying coaching. And obviously you've touched on my identity a little bit and that's been ongoing for the last two years, I guess. But I only really noticed what growth mindset was and really fully embodied it during this year and during the coaching training. I really realized that even though I had read the Carol Dweck book several years back and I knew

cognitively what a growth mindset was, I realized I lived in a very fixed mindset world through school university and through even my job, you know, I kind of went about my day thinking, oh great. I, you know, I work in projects, it's always very ambiguous. We don't know what's going on. But where I fixed in our roles, what people can do and you make judgments very, very quickly.

Janis Chan ([04:57](#)):

And I realized I'm actually not really, isn't the growth mindset, growth mindset is understanding that people will continue to change and they can do completely new things. I guess, as part of my journey, I realized, I was like, oh yeah, I can do this. And to start with it's difficult cause you're always focusing on targets. But yeah, I realize that, I don't know, it's kind of annoying maybe halfway through the course I realized, oh, this is a growth mindset. It's not a little bit of uncomfortable where I'm always pushing a boundary of myself. Not really knowing at all, but also understanding I'll never know it all. But to just continue to strive to be better than yesterday. And that was enough. So yeah, and it, I think once you see it in yourself or you're aware of it yourself, you start seeing it in other people when they're very fixed mindset. So it was, that was very transformational for me personally. When I started recognizing other networks and other conversations where people were talking about the growth mindset, but actually the words that they were using were very fixed,

Ruth Kudzi ([06:17](#)):

Not that same testing, isn't it? So there's a, there's a disconnect between the words that they were saying or their intention and the words that they were saying.

Janis Chan ([06:33](#)):

Yeah, I guess like, I guess that's probably where I was at previously. We understand cognitively what a growth mindset is, but to really, in some ways I think I'm going off a little bit on a tangent because I'm very interested in neuroscience and the kind of somatic mind-body connection at the moment. But I realized is there's a, there's an element of knowing that growth mindset as well. And really, and it's strange because I guess it doesn't make any sense because the growth mindset is also not knowing. And which is why I kinda mentioned about detaching from outcomes as well. It's understanding that I'm trying to do better, but that's all I can do. You know, what happens next is a different story, whatever decision I make now doesn't really matter. Whereas when I heard other people talking, they said, oh yeah, I'm going to try doing this.

Janis Chan ([07:31](#)):

I'm going to do this. And there's just some of the wisdom of the reason like, oh yeah, but then this will happen and I'm going to take this off and I'm going to do this. And I'm like, well, it's great having goals. But sometimes things don't go as planned and it's been able to adapt. And I think the growth mindset really does help with the adaptability is understanding that you are getting better, but it may not be tangible in a, in an obvious way. You know, sometimes we think, I guess it's that reflection piece of growth mindset where you look back a year and you realize how different you are, but then you berate yourself that you didn't do everything you wanted yesterday. So you feel like you're not moving forward, but in actual fact you have, because you've done something small every day and you have grown. And I guess the growth mindset using that reflection helps you understand that. So then you're, you're, you're not so caught up in the everyday of petting doing 20 things on your list all the time you realize I am growing because I'm doing something small every day. That isn't what I did a year ago.

Ruth Kudzi ([08:57](#)):

I love this thing about doesn't have to be 20 things on your list. It can be something small, which we both know is kind of the principle of things like atomic habits and tiny habits. How easy is it to de-condition yourself from this fact that we always have to be doing more,

Janis Chan ([09:17](#)):

Not easy at that extremely difficult. Again, it just in society on, in the way that we are taught, we are always a million miles an hour and the term productive means doing lots of things. And that is about, again, I think that's because why you'd be attached so much to our identity, to a role is because it's about doing things really. I'm just me, I'm just a human and learning can encompass so many other things. And to me, part of that learning is that personal development and really stretching yourself personally to which I've never had the time or opportunity to do. I've always been very cognitively challenged in terms of being pushed to, you know, do well in your degree, do well in your job and learn this, this portion of this technical part of, you know, whatever it is you need to learn.

Janis Chan ([10:28](#)):

And I've just never had to, I've never had the chance to slow down and go, okay, you don't have anything. You can choose what you want to do every day. What are you going to do? There's always been something to do on the list. You know, even not even down to your job, even it could be a rule in your everyday life in your family, whether it's, or even keeping the roof over your head, you administration, it's always doing something and really, you know, when else do we get an opportunity to sit and go? Right. Okay. I'm just going to read and learn about something you and I learn, which I can learn more about myself with as well. So yeah, I was, I clung on onto structure and I clung on to a to-do list for a very long time.

Janis Chan ([11:24](#)):

And it, it's funny because there's there's moments now that I still think that I need to do something. And in the last few months I kind of slow, it'll slow down quite a bit and just realize, you know what? I only need to tick. I say tick, like I just do want to do one thing today that stretches me, that's it. And maybe it's not who I was a year ago, but actually I'm also okay with it. I'm not constantly telling myself that you're not doing enough. Which is a real change for me. I'm so used to doing too many things. And also if I do not make any of those things on my list, I'm also telling myself, I cannot believe you haven't done everything on your list. And really kind of not having that self-compassion so yeah, it's not easy and I struggled with it still, but it is getting better. I'm a lot more relaxed about it these days.

Ruth Kudzi ([12:34](#)):

I love your honesty and openness, but also this is going from doing, and what I'm hearing is going from this, like relentless, like we're doing it's very much task to actually being as well. I remember when I was at Dempsey had teacher, when I was a senior leader in schools, I would say to my team in our role, there's always something today. Like we're never going to be finished. And because of working with young people, people used to really struggle with that because you had to, you had some realize that there was a point where doing more, was going to be a detriment of you. I think that is why a lot of people in caring professions actually burn out because, you know, they're always doing, they're not always connected with what they need.

Janis Chan ([13:37](#)):

Yeah. And I definitely resonate with us. And I, I knew that I was betting out as well in my last role. And, you know, even knowing that, that self-awareness of knowing that's happening, but it's still going on anyway, because you feel like you don't have a choice sometimes. But yeah, there's this, there's never a finished products. It doesn't matter what you do. And that includes yourself. So to move away from thing, you know, that almost perfectionism, perfectionism element as well. It's letting go of that and just realizing, oh, well, that's, I've done my best today on that. That was better than yesterday. So I'm okay with that. Or, or even just having a day of rest and just be who you are and just do something that you enjoy. That seems to not be so much focused on enjoyment in life when really we're not here to work ourselves to the bone and then die.

Janis Chan ([14:44](#)):

It's a, you know, there's, there's so much more to life than just continuously working and continuously achieving in the traditional sense. For me, ultimate success would be just being and not working at all. So yeah, I think that's kind of changed as well. But it has taken a really long time. What I thought would be a very different journey when you're embarking out on your own or creating a different life or creating a portfolio career, which is kind of what I want. I thought it would be still, you know, okay, I'm going to take this off and do this and this'll be great, and this will be a success, but I've realized my view of access has completely changed when you really embrace growth mindset. You also embrace the fact that things change. And as long as you're intentionally doing what, or, or kind of being the person you want to be rather than doing, then it really doesn't matter. I kind of stopped thinking about what's going to come. What is the outcome? I don't, I don't really not that I don't care, but I also not that attached to it. And not pending any expectations on it anymore.

Ruth Kudzi ([16:12](#)):

And I love that differential there. It's not that you don't care it's that you're not pinning everything on it. How does it feel in your body when you know that it's important, but it's not everything.

Janis Chan ([16:31](#)):

Yeah, because I feel as if we, we pinned all those expectations on different ideals in our head and whatever we do in life. And I really think it does something to your body as well. It really kind of, it gives you that anxiety and it gives you that disappointment. But actually when you view it as, oh, well, it's something new and it's something different. So I'd rather do that than do the same thing over and over again and not get anywhere. And it not being different. I feel like life needs to be a bit more variety. And I would rather the do something and learn that, okay, that's not for me, but I'm glad that I've done it than to do something, knock at the outcome I want. And then really kind of start hating myself because I didn't get the outcome I want, I kind of feel like that really puts a different feeling in my concentration, in my body. It kind of really is so heightened all the time that my nervous system won't take that anymore. Yeah. I just, I think it's possibly from years and years of continuously working as well. Yeah, it's embodying rest as well. And understanding that's part of the growth mindset is you need to rest.

Janis Chan ([18:04](#)):

So that's been difficult as well.

Ruth Kudzi ([18:08](#)):

It's been difficult, but you're doing it and you're, and you're actually demonstrating that all of these things we don't need to be perfect.

Janis Chan ([18:21](#)):

Yeah. And it's interesting because I had a conversation the other day, actually with my PA coach and it was around the blinds of, yeah, this is who I want to be and being authentically me, but realizing I can't be authentically, like all the facets of me can present itself 100% of the time I can do just parts of me each day or each moment. But not all of me all the time, because that takes a lot of energy. And when you're in that learning and continuous learning, you never want to do that because you'd be completely wiped out. That's just as bad as burnout in some ways con you know, continuously wanting to be all that you are all of the time is not possible. Well, at least I don't have the capacity for that. [inaudible]

Ruth Kudzi ([19:28](#)):

I don't think any of even say, so what you've said so far is embodying the growth mindset takes work, takes growth. It's about detaching from the outcome. It's about a completely different way of being rather than doing

Janis Chan ([19:50](#)):

It is. And when you're in a high, if you've kind of grown up in that typical structure, that's all you've ever known. And I think the other thing is realizing that the people you surround yourself with, like slowly the people who still feel that way and think that way, well, not necessarily view what you're doing or what you're, who you're becoming is good for you. And it's, I don't know. I feel like it's some sort of secret that I like only some of us know. So it's just interesting to see different people react when I tell, tell them certain things or what their responses. Whereas I was scared before now, I kind of very much opened up and very ex accepted. Not everyone will understand because part of that shift and growing for me is not tangible. That's very much about me being me.

Janis Chan ([20:56](#)):

I will be, I guess it's more about me being more me rather than me learning the new me, because we've never really, or I've never really had the opportunity to really understand who I am. And that has been a longer process, I guess, in the last couple of years with regards to identity, I've been working a lot more on my identity. So I guess the more growth mindset and really just sinking in this year and really embodying it in the last few months has kind of solidified all that work and really consolidated that understanding and that self-awareness and the need for constant reflection. But also without the approval of everyone else, because because it's not tangible, like I said, it's not, it's not something I can throw out and say, oh, I've done this this year. And it's been a massive transformation. The understanding may not be there. But I'm okay with that as well.

Ruth Kudzi ([22:06](#)):

I love that. And I equally, it's this idea and that everything doesn't have to be tangible,

Janis Chan ([22:16](#)):

Not really goes along with the lines with, you know, the doing and the being cause tangible results. Is that doing? Whereas I think it's very clear with when I do speak to people that I have changed, but they probably can't pinpoint it either. Because it doesn't come out as, oh, you're doing, you're doing less or you're doing something different to what you've always done, but it comes out and I'm very open about it and I don't eat anything. And I think it's more about being comfortable with being me and really accepting that you I've made some mistakes. But you know, I'm human and I'm okay with making those

mistakes. I'm okay with growing. I'm not going to go over old ground anymore. And I'm not confined by timelines structure. Like I define that in a sense. And as long as I'm here, there is no timeline in a sense everything I do I do when it's, when I'm ready and when I guess the universe is ready for me, in a sense,

Ruth Kudzi ([23:41](#)):

I love it. And I love this whole, it's a cultural shift, isn't it? And I'm sure that people listening will really resonate because we do live in a culture that celebrates the doing. And that's probably why so many people, you know, when they are a certain point in their lives, they think there must be something more. And I know, I know for many people on the case training that I've spoken to and more widely through coaching have said, yeah, maybe it's an event or maybe it's just this feeling, but actually I'm not sure. I'm not sure what I signed up for here or there. This is really how I want to, to measure. And when can we measure?

Janis Chan ([24:36](#)):

I think that's very, yeah, the measurement thing is very personal and I guess that's been part of doing and measure against everyone else. And that comparison culture is, is kind of ingrained from a very young age. And I read an interesting article the other day. And it's about how, you know, we attach our identities because even from a young age, people ask you as a child, what do you want to be when you, like, what do you want to be when you grew up? And the first thing, or just roles, the job roles. They're not, they don't question that helps them expand their thinking towards, you know, the question suggested where maybe we should be asking children, what would you like to change in the world?

Janis Chan ([25:31](#)):

You know, what is it that you can how do you want to be as a person? You know, do you want to be a really compassionate person? You know, in terms of that, that kind of sensation and not that being rather than the roles that we play. So I think it's from a very, very young age that we all, we've kind of been pitted into that doing rather than being so yeah, I kind of, it's been such a, a large learning curve for me that it, it really, every time I think about it, I'm like, wow, I feel really expensive. I feel like my chest is like, it's really strange when, you know, when I say I'm embodying and like, wow, it's like taking a breath of fresh air, but I've not been able to do in so long.

Ruth Kudzi ([26:31](#)):

I think it fails expensive when you talk about it as well.

Janis Chan ([26:35](#)):

And even a friend mine the other day, they had a conversation and he texted me back after I got home. And he's like, he was so great token to you. I kind of feel like you're very limitless these days. I'm like, nah, I'm just open to, I think the conversation was just like, well, we can do all the things we want, but I'm actually quite happy just being and experiencing life. And he's the same in some ways. So I guess he sees that as well. And, but yeah, when you get to that point of understanding that you can always learn to do things, but really being someone is, is a different sensation and different kind of knowing. So yeah, the growth mindset means a lot more to me than I thought it ever did.

Ruth Kudzi ([27:28](#)):

I love it. It sounds expensive transformational and never finished, which is such an interesting concept when we're conditioned to believe that we have to finish, especially if you were completely finished, I'm not a completer finisher. So I think that concept easier than some other people.

Janis Chan ([27:53](#)):

Yeah. It's like, okay, I don't need to do that anymore. Let's move on to the next thing.

Ruth Kudzi ([27:57](#)):

This is quite good.

Janis Chan ([28:02](#)):

And you know, even, even the moment just before I got on the call with you, I was a little bit nervous and anxious. And then immediately I was like, Ooh, I wonder why that is. I mean, I was like, well, I've never done this before. And I was like, okay, great. This is something new that I'm doing today. That's like, great. As you know, it's very early in the morning and I've already done something. That's not what I've done before in my life and meet you. I was like, great. Let's bring it on. Let's do it. It's uncomfortable, but I'm okay with it.

Ruth Kudzi ([28:36](#)):

I love it. So we're going to be rounding this up now, what I can people find out more about you? Why can they, I know you hung out quite a lot on LinkedIn, don't you?

Janis Chan ([28:49](#)):

Yeah. I think going forward, LinkedIn is definitely a platform that I like just I guess, because I also wanted to push that boundary of my previous Korea and previous identity and I didn't want to hide it. So LinkedIn is where you will find me and I'll be appearing more on LinkedIn in the coming few months.

Ruth Kudzi ([29:15](#)):

Any passing? Yeah. Any, any policy on date, even though? Well, let's go back to that. Anything else that you'd like to add?

Janis Chan ([29:27](#)):

I only, you know, when we kind of talked about what, what it is I wanted to talk about, I think the other important part of special growth mindset is, and to really feel that expansive and really limitless was really understanding my own values. And I didn't really understand how important those were until kind of went through these last few months. So as part of my growth mindset, it was necessary for me to understand that. So that kind of drives into that as well. I, I choose and select the things that I do and be based on those values. And I don't have to think about it too much anymore. It's quite obvious when I select things or make a decision that it aligns with me. And I don't think I would have embodied the growth mindset until I can realize that. I guess it's really knowing who you are first before embarking on those changes in some ways. I'm not sure I would achieve a growth mindset if I didn't have that. Self-Awareness Saba was the kind of other elements, which is part and parcel of that growth. I think to me personally may not be for everyone.

Ruth Kudzi ([31:02](#)):

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And why this is a case, Dennis, you've been absolutely epic. I've really enjoyed this podcast. If you're listening, we said, you can find this on LinkedIn. That's going to be in the show notes for you. So you can click out and go and check her out on [inaudible]. And if you're interested and imposing your own growth mindset and potentially coming on and training as a coach, as an optimist, you can just click one of the links below to find out more about the training or join us on a taster session. Janis, you've been a star. Thank you. Thank

Janis Chan ([31:37](#)):

You.

Ruth Kudzi ([31:41](#)):

Thank you for listening to the coaching hub podcast with me. Ruth Kudzi if you enjoy this. I would love you to join my Facebook group, the coaching community for more of the same.