

2016 - Interview with Scott Fay

Hello, and thank you for tuning for this interview.

Today, I will be interviewing Scott Fay. Scott serves as the Executive Vice President of the John Maxwell Team of which I am also a very proud and excited member of.

He is also the author of a book, which we'll talk about in great detail during this interview. Scott is not only a mentor to all of us in the team, he's also a great friend to have.

Me: Scott, thank you so much for your availability for this interview.

SF: Oh, it's so good to be with you, Suwandy. Thank you for the invitation.

Me: Thank you, likewise. So, please tell us, what exciting things are you working on right now?

SF: Well, you know, on the John Maxwell Team, we've got some new things going on. One of those is a new program, we call "Leadershift". Leader. Shift. And I'm really excited about this lane in our mentorship program.

I only believe that it brings relevance to listeners and your audience in this regard even though it is very specific to the John Maxwell Team. Leadershift is a term I believe I've coined. I don't think it's used or find it anywhere else.

It's one word, and it's two words put together into one word, leadershift.

And I define it as the process of moving from me to we. It's a shift in our mind because so many times do we think, maybe you've heard the expression, "I'm a self-made man." And if you think about it, you can't make much just by yourself. The greatest leaders of all genres have always have a team. "One is too small of a number for greatness."

And leadershift is when we understand. It's one thing to know but to understand, to achieve, to go from success to significance, to go from solopreneur, to entrepreneur, or whatever your ultimate dream is. It is an incredible shift to go from me to we.

So that's one of the things I'm working on and what I'm excited about.

Me: That's awesome and there's also the inherent word, the shift there, which is that leaders are always ready to embrace change, which is what a shift is all about.

SF: Yes, absolutely.

Me: There's hidden dual meaning in there, and I'm excited to hear more about it when it's finally launching.

SF: Yes, indeed. It's good to share that with you. And I'm also in the process that I think it's not new. It's always there, it's an ever-present process. And those of us interested in personal growth and development. To know that whatever you want to do, be, or have or more of you, to become more, I think we have been created with the desire to increase our influence, our impact, our experiences. And in that process, there is constant refining. And Suwandy, I love the word, reinvention.

Me: Reinvention. Wow.

SF: Yes, reinvention. So that's what I'm working on. It's a lifestyle reinvention.

Me: Wow. OK. Scott, recently there has been an increasing trend in the news and social media about the need for what is called a healthy balance between someone's talent, strength, and passion with the work that they do. Urban Dictionary calls it being "**in the zone**". John Maxwell calls it, "**Staying in your strength zone**". Gregory Nunn defines it as "**the right man, in the right place, at the right time**". But you call it something else, right?

SF: I do.

Me; And you even wrote a book about it! Can you tell us more about it?

SF: Yep. For me, it is a phrase that is common in some circles, it's called "**the sweet spot**". I think "**the zone**" as you mentioned, or being "in your strength zone" is a convergence of three ideas. If you could picture three circles and you bring them together and interlock them. It's that tiny space in the middle where those three rings would intersect, the convergence of those three things. You know, those three things, I believe are purpose, passion and plan.

Me: Wow.

SF: Purpose is knowing who you are designed to be. That's, you know, we all come into this world with hard-wiring. We call that DNA. What's interesting about DNA, Suwandy is that we understand that, you know, if a piece of hair, a strand of hair was found ...

Me: Uh huh.

SF: We could identify where that hair came from, out of all these, what, 7 billion of people on this blue rock. Only one person, could be the owner. That's not hair, that's a strand of DNA, right. Or their skin or fluid. It's unbelievable that thumbprint, that DNA thumbprint and I believe that we've been designed with that much DNA in our hair or skin. That we should get careful consideration of how much DNA, we should put in to our person or personality, or personhood.

John Maxwell says that "**To grow yourself you have to know yourself.**" And to take the time to know who you are designed to be. If you get a piece of electronic, and it gets

scrambled. What do we do, we have to unplug it, we let it set for a few seconds and we plug it in. And that automatically in most cases, puts it back to its factory settings.

Me: That's right.

SF: And the word to hear is "Who are you", and a lot of times we get scrambled, right, a lot of pressures in our life, we get a lot of noises, and a lot of trends and you know,

Me: Wearing so many hats.

SF: Yeah, lots of roles, that's right, lots of hats, lots of responsibilities and from time to time, I think it's important to unplug, you know, and rest. And then when we plug in, and we really pay attention to who we are, our hardwire, our factory setting, that's our purpose.

Me: I've never heard of it being put that way.

SF: It's there whether we, it's not something we choose.

Me: Exactly. It's whoever you know, our Creator made us out to be.

SF: Absolutely. In fact, I believe there's a Scripture that says, "*To all this was intended before the foundation of the earth.*", that's a long time ago. (laughter) That has nothing to do with the economics of our time, the politics of our time, has nothing to do with our circumstances, or situation, or conditions. It has everything to do with how we are created. Isn't that an awesome thought?

Me: Yeah.

SF: So there are things we can do to know who we're designed to be. Then, there's another side of us, it's our passion. Those are the things we love to do. And sometimes those things change,

Me: Yes.

SF: And sometimes, Suwandy, those things get pushed back because of again, circumstances, situations or conditions, or as you say, "**the many hats we have to wear**", sometimes we forget what we really love to do, because we, you know, for example, let me give you, maybe in our DNA, all through school, we find out we're good at maths, and everybody around us, the situations, circumstances and conditions would indicate, we should be an accountant.

You know, because we are good at maths. We're designed to process numbers, right. And so everybody in our world says, you should be an accountant. And so we go to school, and we become an accountant. And we graduate from school, we go into an office and we work with numbers from morning till night.

What's interesting about that is that maybe the function of processing numbers is something we're designed, and it has nothing to do with what we love to do. Maybe we're a person who love to be outside. Maybe we love to explore new possibilities.

Me: Yes.

SF: And somehow we've forgotten that. And we don't feel worthy to do what we love to do. And we just do what we're good at.

But, see, I believe, living in a sweet spot, isn't either or. I believe it's an understanding of what you can do (This is what I'm good at), and this is what I love and that brings us to the third part, the third circle, is then, take a plan. Know who I'm designed to be. And I know what I love to do.

We could talk a long time about, and by the way, about the passion.

Passion is when you care so much about something you're willing to sacrifice to see it come to fruition.

Me: And passion, somehow, without us maybe realising it, is always tied in some ways to our purpose.

SF: It is tied, well, let me say it this way, It is tied, it can be. I wish the whole world could see it. It gets pushed back. I can prove it to you. I see it everyday of the week, where yes, it should be tied together. And see, one of the reason it's not is because of the third circle, it takes a plan.

We've got to be, John calls it intentional, we've got to be very intentional or you'll just be focused on the purpose. And then we know some people who are just focused on their passion. They're not fulfilling their purpose in life, but boy they're having a good time and it's all about them. Right? And they're not contributing to their world, or even taking things for their responsibilities.

Me: And that's when their passion is in the wrong places or even.

SF: Yes, misdirected, misguided, or one of the things you talked about is, early on in your question is about balance, and we'll talk maybe if we have time about the difference between balance and rhythm. But it all started with an understanding of knowing your purpose, knowing your passion and then very carefully designing, and here's my word, and then reinventing the plan. So that, it's not only my purpose and my passion but then I'm very relevant.

There's an old hymn (I grew up in a conservative church), but there's an old hymn in the Christian church, It's called "**The Charge to Keep I Have**". It's by John Wesley. But I think it's called "**The Charge to Keep I Have**". It's old. It's old, old hymn.

Me: (Laughs)

SF: But I love the verse. And this is to me. This is the balance between taking old wisdom and making it relevant. I think it's very symmetry that says, "**A Charge To Keep I Have**". It's to serve the present age, my calling to fulfil. See, I believe we've gotta be real raw and relevant. It's to be real raw and relevant. In 2015, it's not enough just to know our purpose, it's not enough just to know our passion, it's not enough to have had a plan that was 10 years old. What we have gotta do to be effective, is to live in our sweet spot, which is to know our purpose, live into our passion, with a plan that's relevant

to November 2015, to this day and age. A calling to serve our present age. That's to me. Now, can we talk more about that for a second, or do we have to move on.

Me: That's okay, absolutely.

SF: (Laughs) OK. Well, the sweet spot kinda comes to me through a sports term. The sweet spot, there's a baseball bat, golf club, or tennis racket. Turns out, the side of your foot, there's a sweet spot in your foot when you hit a soccer ball, there's a sweet spot in a lot of things. And that sweet spot is a very special spot, I first experienced it with a baseball bat as a kid, because when you hit the ball on the sweet spot with a bat or golf club or a tennis racket, it has a very special sound when you hit it right in the right place. You can't describe it, but you know it, when you hit it on the sweet spot (laughs), it has a special sound, it has a special feel.

Me: And you want to feel it again and again. (Laughs)

SF: Yes, yes, yes, Wow, what was that? It has a special feel. And you get extraordinary results with significantly less effort. So as a kid, the first time I hit the ball on the sweet spot of bat, all of a sudden, man, it was just, wow, what was that sound? Man, that felt good and I'm running to first base, and as I'm running to first base, I see my buddies climbing over the fence going to look for the ball. I'm like, man, was that me? That was unbelievable! I got extraordinary results and it felt like I barely even swinging, like it was just awesome. Extraordinary results with significantly less effort.

Me: That's right.

SF: I believe that if we live in the sweet spot of our life with purpose, passion and plan, that we can have a life where we get extraordinary results with significantly less effort. I believe when we're living in our sweet spot, that it will have a special sound, we call that "**harmony**".

And when we're not living there, it's "**disharmony**". I believe it has a special feel, I mean, you talked about "**living in the groove**", you know, "**being in our strength zone**". It has a special sound, it has a special feel. When you're working on your sweet spot, you know it.

And what's awesome about it is that you get extraordinary results with significantly less effort.

And then to take that understanding a little bit effort, when you first start off, you get to experience it by luck. First time I hit that ball, it was lucky. It was "*Wow, what was that? That was amazing*". And then, the more I played as a kid, the more baseball I played, the more it would happen. Because it was just a numbers game, you play it enough and it's going to happen from time to time. And that's why we have the saying, "*The harder I work, the luckier I get.*" It's just a numbers game. And it's kinda good news and bad news.

The good news is, "*If we work hard, we get good results.*"

The bad news is, "*We've gotta work really hard to get it.*"

It's a numbers game.

Me: That's right.

SF: The masters understand that they will pay attention to where the sweet spot is, and how it can be used and when it can be used. Then it's not a numbers game. It's not luck, it's not numbers game, then its intentional. And then they use, and they live in the sweet spot with intention, and they now predictively (it's not a beautiful word), they predictively get extraordinary results with significantly less effort.

Me: That's because ...

SF: Suwandy, if I sound a little wound up about it, I just happen to believe the message, how's that?

Me: (Laughs) that's because you are speaking out of your sweet spot, Scott.

SF: (Laughs) Yeah, there you go. There you go man.

Me: Beautiful. Thank you so much for sharing that. With the sweet spot thing, so many leaders, make the mistake of hiring and allocating employees, those that aren't in their sweet spot. They are not in their sweet spot, maybe they're not enjoying their work and they're causing a lot of headaches and they are costing a lot of profits.

On the other hand, good leaders usually try to see the best out of someone's potential. Now, those difference can often be, um, paper-thin (if you like to call it that way). Now, how do we decide between allocating someone in their sweet spot, or between, knowing that we don't want this person because maybe he's not the right person, in the right place, in the right time?

SF: That's a great question. And I see this kind of things both as we employ or recruit team members. And I see, and let me share with you in other ways as well. I used the funnel (I'm a word picture kind of guy). And I think of a funnel. So, if you just picture a funnel, with a big wide brim at the top, and very small spout at the bottom.

Me: You used a lot of word pictures in your company, in your landscaping business.

SF: Sorry? Yes (Laughs) I do, yes I do. You know, yes, I am a visual person, and I think most of us, if we can see it, maybe we can understand it.

So if you picture this funnel, with a wide brim at the top, and small spout at the bottom. At the bottom of the spout is the desired outcome, now in your question, you're talking about how do we get the right people in our team.

Well, Suwandy, above the funnel, there is the world at large. And so you could say, above the world, above our funnel, everybody needs a job, like in case of employees. Everybody needs a job.

Our first task is to go out into everyone and to find the many who might be interested in what we do and want what we do. You go from everyone to many. If you like the word, everyone above the funnel and at the top of the funnel, write the word, many.

There's many, who, you don't know if it's a nice job, I just think that many would like it or appreciate it or want it. And then we put a filter at the top of that funnel, and our job is

now filtered out, we don't want many, and we're now looking for the some, who would be willing to put some skin in the game.

The same thing is true of a customer. We're not trying to find those who want what we offer but are not willing to pay for it. When it comes to finding a team member, we're wanting somebody who is willing to go to the next level. Maybe they be willing to go through some training, they be willing to come in early and stay late, whatever it is, but they're willing to put some skin in the game.

I call that your "everyone at the top", many, I mean, "everyone above the funnel" many at the top, and then this is the some who are willing to pay something for it. Put some skin in the game. And out of the some who are willing to put some skin in the game, then there's a few who will actually carry through and not just go through the training, but they'll apply what they've learned. This is intentional.

There's a few who will actually do something about it. I have found over and over and over, there are people who would like to buy their way into success. And if they could buy a certification, or if they could buy a license, or if they could buy a college degree, that that would be enough. I'm not interested in people who bought, I mean that's part of the process, I'm looking for people who are not only interested, and not only interested to invest in their own education, or in the certificate or in the training, but that they're also willing to do something about it.

And then when I find the people who are willing to do, and it's a few. We went from everyone, to many, to some, now we are down to a few.

When we find the few who would be intentional, then we look for the people who have the 3Cs: Character, Competency and Chemistry. Character is just a ticket to the desk. You know, there's a lot of people who really, they get through education, and they wanna do something with it, but they don't have any character and I, you know, God bless them, I send them on their way but that's not somebody I wanna work with.

The next one is competency, they've gotta have some competency, they've gotta bring some skills to the table, you know, but that's not enough. Sometimes we hire, right there, we take a shortcut, oh, we found somebody, I think they've got character, and I think they're competent. And we hire them, and we hire them for what they know, and we fire them for who they are.

Me: Wow.

SF: Because we didn't go the third level, and the third level is Chemistry. So if you work with somebody in a team, spend a lot of time together, and I think, there has, I mean you don't have to be best buddies in the world, in fact maybe you're not best buddies, but you really, there's some good working together.

When you find people who has competency, character and chemistry, then there's one last filter.

The last filter is, now out of the few people who I have in front of me, who have competency, character, and chemistry, and they're willing put their skin in the game and they're doing something about it, these are performers, there's one last question. Or one last grade, does this person believe like I believe, but think different thoughts?

See when you find somebody who believe like you believe, you can replicate your efforts and your message. And when they think different thoughts, you can compound on it, your message and and your effort. Because a compound takes a few different components and put them together, and a compound is always, always so much greater than the individual or can be so much greater than the individual elements.

When you're build a team, you're trying to build a compound, a beautiful compound, you're making a compound with individual, but it has to be compatible elements. And those compatible elements, are because we believe, in order to know, that you've got somebody in front of you who believe like you believe, but thinks different thoughts, Suwandy, you have to know what you believe.

Me: Yes. Seeing the same vision, right?

SF: Yes, that's a great way of saying it.

Seeing the same vision. It doesn't mean you have to believe the same way about everything in the world. There's probably isn't anybody in the world that you believe about everything in the world the same way about everything.

But seeing the same vision for that project, for that, you know, we have different political views from some people, we have different, maybe faith views. However it matters to this project, and I love what you said, vision, If you see the same vision, you know, and you believe the same about that vision and that project and you think different thoughts, now you probably down to the right people for your team. That makes sense?

Me: Absolutely, and I love what you said about having people that see the same thing, or believing the same thing, but not necessarily having the same thoughts. Because you don't want someone that, is basically, just mini you.

You want someone that is able to push back, and say, "*You know what, I believe what you want is good, but I thought that something else might be better.*" That's why you have a team, people with different kind of thinking, but going towards the same goal, the same vision, the same results. It's beautiful.

SF: Yes.

Me: Thank you very much for sharing.

Now, is it possible for someone to have more than one sweet spot. I'm saying this because, I looked at you, and you seemed to be in more than one sweet spot.

You are a very successful businessman in landscaping business, you are obviously there, otherwise the business wouldn't have thrived. And you probably would have quit this business a long time ago. However, at the same time, you're also a great leader, a great teacher, and I see how you have helped started the John Maxwell Team company and one of the fastest growing coaching companies on earth, with coaches from I think, more than 140+ countries?

SF: Yes

Me: Now, tell us how that has been working out for you.

SF: Well, thank you. I think, well, I think a couple things. By the way, Suwandy, when you're living your sweet spot, you realise everyday, that really it is a gift. And anytime there's a gift, there has to be a giver.

Me: That's right.

SF: And I've been given a gift.

Man, I'm just blessed beyond measure. See, when you asked a question like that, I have to, it kinda launched me back and you know, yeah, I'm very grateful. And so, it kinda goes back to the idea of the purpose and the passion and the plan. Some of those change from time to time, as you know, by the way, happy birthday to you, you just have another birthday, and as we pile up those birthdays (laughs), we call that getting older right. More mature and something's work better as we get older, something's work less. But you know, whatever, I mean, there's changes as we go along.

(Laughs) And so, our purpose and our passion and our plan sometimes change just with the number of birthdays, right? You know, the apostle Paul said, you know, once I became a man, I put away childhood things, or things that you are (inaudible).

And then, when you became an adult, that change. You know, at some level, I don't think, your purpose, your DNA doesn't change, your passions do, and hopefully always your plans change a little bit. Because that is relevant with what we are talking about.

Me: Or, you reinvent your plan as you say it.

SF: Yes, yes, there is reinvention. But, see your question, you know, at 30,000 feet, I would say that I really still just that convergence of those 3 circles for me, is even those they get expressed in different ways with a few different companies and I'm actively involved in 4 different companies, and really only two of them are related.

I have irrigation company, a landscape company, a real estate company and a leadership company. Here's what I do in all four of them, is, I teach leadership. I have managers in charge and I don't do the daily day to day stuff. And even when I did the daily day to day stuff, that was never my sweet spot. As much as I love landscape, landscape design and installation isn't my sweet spot. What was my sweet spot, I just happened to love that, that's why, I mean I do it with passion, but I hire good designers and I hire good installers, because I like putting it all together.

So I love the leadership side, the influence side, my, so my sweet spot, so to get right to the point, I'm a connector, I'm a futuristic, I'm a strategic thinker.

If you go to Strength Finder 2.0, you find out that's one of the ways you find, and when I look back, my best successes have come when I stayed in my area of sweet spot, my area of strength, the groove, and then I make sure there's other people and it gets expressed in different ways and when I do it in different ways.

Thank God for Paul Martinelli, Thank God for Tom Bawling, Thank God for Debbie Doyle, these are people who come around me. And then, you know, I start to fire and they make sure it doesn't get out of hand.

Me: (Laughs) Beautiful.

SF: So I believe it's really one sweet spot, just expressed in a few different ways.

Me: Right, so it's basically about knowing where your strength is, and being able to always leverage from your strength in whatever you are doing, and it doesn't have to be a single type of business or a single type of work, but it's all about whatever you are being put to it, you still working out of your sweet spot and then being able to leverage out of it.

SF: Yes, it is. And, do we have a few more minutes, because there's another piece of that teaching, I'd love to share with you if we have time.

Me: Yes, please go ahead.

SF: Okay, I believe there's really four seasons of life, and the reason this becomes important, if somebody's listening to this conversation, or you writing about it in future publication, really important for somebody to say well, man, I wanna go there, well there's a process to get there. I think there's four steps.

We start with scarcity, and I'll explain in a minute, and then we go to survival, and then we have success, and we look for significance.

Scarcity is when we're born in this world, naked, cold and afraid. We have nothing. And when I mean scarcity, we have nothing and we're totally dependent on others. And there's a progression that you see, and by the way, this works not only in our life, but in a project, in a new understanding, in a new area. It follows this similar steps. But we see in our life, when we're born, we're born in scarcity. And we don't just all of a sudden, get to a level of survival. There's a progression, we call maturing, growing, having birthdays again, you know whatever it is, it's a process.

And what's interesting about when we get into the full blown stage of survival. Now, instead of being dependent, on somebody, now we're in survival, we're independent. We can only take care of ourselves, we don't have enough to take care of anybody else. And, we certainly aren't blessing the world, we're just surviving. We call that being at the waterline. And to do that, you know, I see in my son, he's a senior in college, and he's doing 100%, well I call it 100%, whatever is in front of him. Going to school, from time to time, he delivers pizza, he paints houses, he sells iPhones, he's doing a lot of things, but I will tell you he is kinda coming to the end of survival mode, and really heading off into success mode, because he's finding the things he is better at. But in survival, we do 100%. If somebody's taking notes, you wanna write down:

In scarcity, we do 0 in the beginning of scarcity, and we go from 0 to 100% in survival of, you know, washing dishes, washing cars, mowing lawns, whatever it takes. And then that's at the peak of survival, and then our goal is to be successful.

Success is an interesting word, and it's the highest goal that most people can see. Turns out it's not the highest goal, but we'll get there in a moment. And then we go from survival to success. One of the ways we get there is we embrace the Pareto Principle. Pareto says, it's an understanding that 20% of what we do, gives us 80% of our results. And so to go from survival to true success, we move to that 20%. It takes a while to get there, but when we can get to the 20% that gives us 80% of our results, boy, we're in a good

place. And now instead of just taking care of me, in survival, in success, we can take care of those we love, and we take care of those we know, and we give to our favorite charity.

In scarcity, we have nothing.
In survival, we get something.
In success, we have everything.

You know, and we are accumulating stuff, and bigger houses, and fancier cars, and we are getting stuff.

The problem is, that's the goal that we set for ourselves, and when we truly get there, where we're doing 20% and 80% results, we have everything, we're taking care of our family, we're taking care of those we love, take care of those around.

There's still an ache, there's still an emptiness, and you'll hear people saying, you know, I climbed the ladder of success, only to find that it's leaning against the wrong wall. And so they climb that ladder of success and they climb up another ladder of success. And you know what they find, leaning against the wrong wall. And so they climb down, and they're constantly searching, because they love the idea. That there's 20%, they love the idea that they have everything, they love the idea, but there's still an emptiness. When in fact, we are created, not for success, but for significance.

See, success is all about us. And what we intended to do is, you gotta climb the ladder of success, that's part of the process, just like from scarcity to survival, you gotta climb the ladder. Now get off the ladder, and get off the wall, and get on the roof, man. Because, that's what we're created for.

Me: Wow. yes.

SF: And when we hit the roof, now there's no sure, shortcuts here, you gotta go through the process.

When we get on the roof of significance, then we work in the 2%. Not the 100%, not the 20%, but the true 2%.

That's where, you're John Maxwell, where basically you speak and you write. You don't do anything else. You know, all the greats in the world, they just focused on that which, Tiger Woods, I'm not calling him the greatest person in the world, but you know, he's known for golf right, and his world is about, 2% is about golf, and he has other people take care of every other detail in his life.

Me: Wow.

SF: Okay, but, the true significance is not just the 2%, but it's also about what we do with it and that's when we bless not only our families and those we know and those we love. But it's when we are able to give to those in need, beyond

Me: People we probably don't know.

SF: People we probably never know, never meet.

That's when in significance, when you write a book and it ends up in somebody's life that you'll never know and never about but you're adding to them.

Instead of having nothing, or something, or everything, in significance now, you're happy and thrilled and so relieved just to have the right things. Not nothing, not something, not everything, but you'll have the right things. You'll find people who are really in significance.

The difference for people, I don't wanna give names to people who are not, but when I spoke about Tiger, I'm talking about just his focus, and what he does for the rest of his life is different.

But people like John, his focus is about other people and in the 2%, you don't have to have everything, you have the right things and you're happy to even downsize. You don't need all the trinkets and all those stuffs. There's a place for that. It's part of the process. I don't begrudge, but as I get older, I'm eliminating toys and stuff and I'm just finding, I'm not saying I have arrived at the pinnacle of the roofs of significance, but I'm working towards it, Suwandy, where, I'm doing the 2% and because I'm only needing the right things, I shed off the rest and it's freeing.

And that's what we were created for, from scarcity, to survival, to success and ultimately, significance. The focus is about others and we're truly living in our sweet spot where we're getting extraordinary results with significantly less efforts.

Me: Wow, and I love what you said about the success, which is, it seems to me, from the picture that you gave earlier about the convergence of the 3Ps (Purpose, Passion, Plan), success is only the overlap between passion and plan, while significance, add just the element of Purpose into it, and makes it a whole picture of the sweet spot

SF: Yes, that's so true.

Me: Thank you very much for sharing this, Scott.

SF: My pleasure.

Me: Now, I hope that you still have time for maybe just two more questions. I do have plenty of other questions prepared, but I do not want to take more of your time.

SF: (Laughs) Let's go a little longer and then I'll have to go. Yeah.

Me: We'll have just two more questions. Now, going back to what your point about significance, I love, which is my favorite chapter of the book you have written, which is the last chapter. "Give What You Can't Keep". That is such a powerful statement and a beautiful principle to follow. The way I call it is, "Putting Your Money Where It Multiplies Beyond Your Imagination". Can you tell us more about how you learned that principle?

SF: (Laughs) Well, I've been blessed to have some great mentors and I lost one of them a couple years ago. He died at the age of, he was 92 years young when he died. And he lived, it's never about what you get. It's always about what you give.

He was a landscaper, he was a pioneer of the landscape industry, and built a beautiful company, handed it over to the employees, they weren't able to sustain what he had built

so I took it over. I worked for him as a young man back in the day then I went off and did my thing and then, when his company, after he retired and gave it to them, it fall apart. Part of what I do is I take to stretch a company to more, so today it's my dream, I get to own and run that company. But his name was Roy Rood.

And early on, he taught me this lesson. He said, back when I was a young man, he hired me, he flew me down from New York to Florida, interviewed me to come work for the company. We've known each other through some other things in the past. And so here I am, I'm in my twenties, and He flies me down. I've never been flown anywhere for an interview, and he puts me up in a hotel and they wine and dine me.

And then he sits me down for the job offer. And I'm ready for the offer of the offers. I mean, I'm thinking, this guy, he realises my potential.

(Laughs) I was so full of myself you know. And I just knew he's probably gonna hand me the keys to the whole company so here Scotty, just run this, fix this for me.

(Laughs) And I'll tell you what he said. He said, "*Scotty, I believe you have something to bring to the table, and I believe if you're willing to go through the process, the table has something to bring to you. And so, with that in mind, I'd like to offer you a job, of managing, or maintaining, i.e. pulling weeds in our nursery. I'd like you to pull weeds in the nursery for 8 dollars and 50 cents an hour.*"

And I was blown away. I was devastated. Here, you talked about, all the win going out of your sale, or the air out of your balloon, it was gone. But thankfully I was just desperate enough, that I said "Mr Rood, it will be my honour to pull leaves in the nursery", and I took the job.

And here's my point to your question. I got an up-row seat. I did have something to bring to the table, but I wasn't ready yet. I had to go through the process. And when I was willing to go through the process, then the table has blessed me. And today, that particular table, I now sit at the head of that table. I came in at the foot of the table, I'm now at the head of the table.

What Mr. Rood did, is he poured, here's the point, point is about me, about the process, about Mr. Rudd, he poured into me. And he blessed me beyond measure, and today I've told his story to thousands of coaches and men and women all over the world have heard about Roy Rood, a landscaper in Jupiter, Florida.

See, he gave to me what he couldn't keep and he invested in me. And when he invest, he taught me things like, "*Scotty, set your sights to the highest mountain you can see, when you get there, you'll see a lot further.*" He invested in me in doing the right things for the right people at the right time for the right reasons. He invested in me and now because of his investment in me, he's gone on to his eternal reward and today his message lives in me. It's a legacy.

Me: Wow. Absolutely.

SF: At his funeral, the very last thing that was said at his funeral was, "*Mr. Rood talked about how his mom was a great hostess and I can relate as my mom has always been a great hostess. And he said, my mom, Mr. Rood always said my mom, would put out this great meals for us and we'll always have guests for Sunday dinner after church. And as*

she's cleaning the table, she would say with a twinkle in her eye, 'Keep your fork, because the best is yet to come.' And she would then bring out the dessert.' And at his funeral, Mr. Rood ask it to be said, *"Ladies and gentleman, in this life, enjoy your life, keep your fork, the best is yet to come."* And the best is yet to come is the legacy that we can leave if we are intentional.

Me: Wow. That is a very beautiful story, and very inspiring as well. Thank you for sharing that Scott.

SF: (Laughs) My pleasure. Suwandy, it's so good to be with you, man.

Me: Yes. As a final, one more, is there anything else that you wish to share with our listening, those who have a listen today, and I know you have shared so much and it is an honour to be learning from you.

SF: Yeah, I have something.

It's so simple that I think a lot of times it just gets missed, even when I say it. But you heard speaker says, if you heard anything else I said, hear this. (Laughs) If you don't remember anything else I say, this just goes at the root of all things. I think it was Solomon who says, *"As a man thinketh in his heart."*, it matters what we think about.

And one of the things that we, it's so important to be ever present about is this purpose, passion, plan. And in this purpose, passion, plan, specifically I'm talking about knowing what you really want. I don't mean, like, you know, put the brand new part in the vision board, I mean, there's nothing wrong with that. But, I mean, knowing what you really, what's the big prize, how do you want this to end up. What do you really, really, really want?

If time would allow, I would tell another story, but suffice it to say, I asked a guy one time when he said he wanted a big house. When I asked him three or four questions, why do you want that. All of them wants a big house.

What it really came down to, what he wanted, was that to get his family all together and make memories so that when he was dead and gone, they would remember him. And he broke like an egg, and he began to weep, big man, strong man, and he said, *"What I really want is for them to know that Poppa really love them."* And to me, that's what you want, then let's make sure and after two days life plan, he decided they wouldn't even build the big house because that's actually going to get in the way.

And he and his wife would just get on the road and just go see their kids and make memories where their kids were instead of building this great big monstrosity of a house that they would only see in the Christmas.

And he told me, it was a huge turning point the day he realised.

For years, they thought they wanted this big house, and just in time before building it, no, no, no what we really want, we want relationship with our kids. That's what we really want.

When we're dead and gone, we want them to know we really love them.

We wanna invest in them, we wanna share any wisdom that we've gained and we wanna be in their lives.

And my question, for everyone of us on the call is to everyday, everyday I do my best. On those days, when I probably don't consciously ask myself this but I don't think there's very many of them, because it's a habit for me. I'm always asking myself, in reinvention, "*Okay, Scotty, what do you want, What do you really really want? What's the end game here? The methods can change, but what do you want?*" If there's one thing I would leave, you and everyone who might hear about this interview is, "*Know what you really really want.*"

Me: Wow. Thank you so much for sharing all of that, Scott.

SF: So good to be with you. Thank you for being willing to be up in the middle of the night to accommodate my schedule, that was very generous of you.

Me: No, I think you have been the one that's been so generous with all your knowledge, all your inspirations and all your insights.

SF: Well, if it's been helpful, I can tell you I've been poured into by a lot of really good people. And, it's my honor to be, if I could pass it along, I'm so grateful for the chance to do that. Thank you.

Me: I love the short time we have spent together and I do look forward to similar opportunities in the future. (Laughs)

SF: You bet. Me too.

Me: Absolutely. Thank you so much, Scott.

SF: Thank you. We'll talk to you soon. Take care. Bye bye now.

Me: Talk to you soon. Bye bye.

Alright, listeners, if you would like to get your hand to the brilliant book that Scott has written, I have included the link at the end of this interview. Thank you so much for tuning in and I look forward to publish more interviews in the future. Talk to you soon. Bye bye.