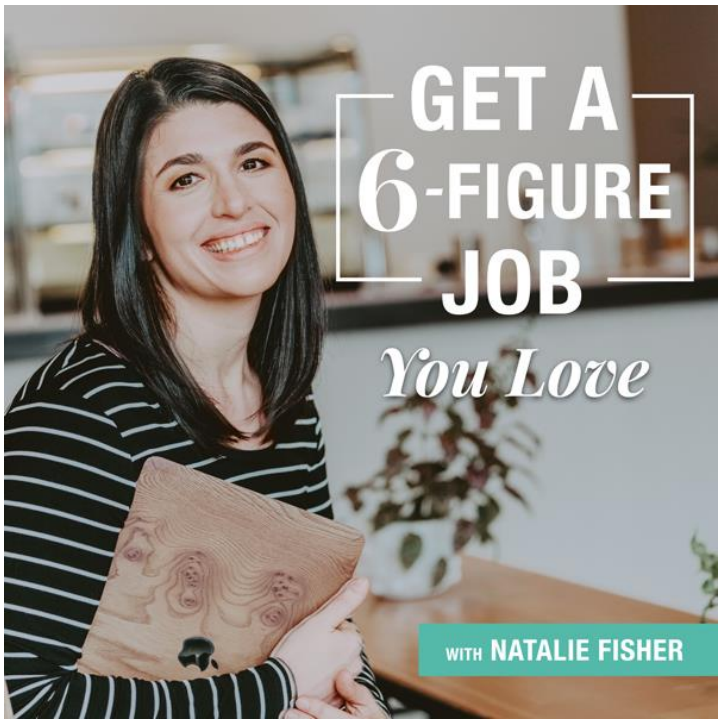
Ep #98: The 2 Reasons for No or Low Results (& How to Fix Them)



Full Episode Transcript

With Your Host

Natalie Fisher

Get a 6-Figure Job You Love with Natalie Fisher

This is the Get a 6-Figure Job You Love podcast, this is episode 98, the two reasons for no or low results and how to fix them. Stay tuned.

Hey, there. Welcome to the Get a 6-Figure Job You Love podcast. I'm your host, Natalie Fisher. I'm a certified career mindset coach who also happens to want to skip all the BS and get to what it really takes to create real results for you and your career. On this podcast, you will create real mindset shifts that will lead to big results and big changes in your career and your income. No fluff here. If you want to get a 6-figure job you love and create real concrete results in your industry and make a real impact, you're in the right place. Are you ready? Let's go.

Hello today. I'm so glad you're here. So today I'm going to sum up the two biggest reasons why you're not getting the result you want. And this is probably a pattern for you. You're going to identify in one of the two categories that I'm going to present to you today.

The reason why you're not getting the result you want, so you're not getting the offer you want, you're not in the role you want right now, is one of two reasons. The first one is you are not taking enough action. So for some people, when I talk to them, we get on a coaching call, they raise their hand to be coached in my program, I will ask them, "How many interviews have you been on? And how many people have you spoken to? How many actual actions have you taken?" And they'll say like, "One or two in the last three months or something."

So this is an example of somebody who's not taking enough action. They're not "failing enough." They're not failing, learning, progressing in a fast way, because they're not taking enough action. So that's problem number one. Now that could be you, or it might not be. You might have the opposite problem where you are taking a ton of action. You've applied for a 100 jobs and you've been on 50 interviews and you're not getting the result. And that's a different problem entirely.

And I'm going to go through the solution to both of them here today on the podcast. So why the first problem exists? Why do we not take enough action? I mean, it's important to understand the root cause of this, so that it can be addressed. And it is because you are likely telling yourself things like, "I need to prepare more. I failed that last one, so I need to be really, really ready. It needs to be perfect. I need to perform." And these are all thoughts that come from a fear of failing. Again, a fear of not being perfect, a fear of being rejected, being criticized, being judged.

All these fears are getting in the way of you taking actual action. And you haven't built up the resilience yet to be able to take that action and not have those things bother you if, and when they happen. Which they do, they always happen. They always happen more often than not. And that's the thing that we don't really know. If someone told us when we were kids, and we were born that like, "This is how it is. You're going to go out into the world, and you're going to be trying a bunch of stuff. And a bunch of stuff's not going to work. A bunch of people are not going to like you, a bunch of people are going to say no to you. And a bunch of people are going to criticize and judge you. But that doesn't mean anything about you. You just got to keep going, and doing your thing until you get what you want."

If that was the lesson that we learned growing up, then this fear would be completely different. Yeah, we might still have it because we're human and we don't want to be disliked or criticized or judged. But whenever we're doing something significant, there's always the possibility of that happening. And the bigger things you do, the bigger impact you have, the more you open yourself up to being judged, criticized, or rejected. And I know that from having an audience and being out there in the world and on the internet where a lot of people tell me a lot of things, and they tell me that they really don't like what I said or that I shouldn't be saying that or things like that.

And then there's more people who say, "I love what you said. That was so helpful. Thank you so much for saying that." "And this totally changed my perspective." "This actively changed my life." "This actively

got me a job." So there's always going to be the flip side of both. But if I wasn't willing to put myself out there repeatedly, then the people whose lives were changed would never get changed. So for you, it's like, realizing that fear of failure is actually selfish of you. When you are not putting yourself out there, when you are not actually taking that action to meet the people, to offer them what you know and what you can do and how you can help them and the impact you can make for them, you're actually being selfish, because you're withholding your genius from people who really need it. Because you're afraid that the people who won't like it or the people who will reject you will cause you to feel something that you don't want to feel.

Maybe it's disappointment. It's fear. It's worry. It's you don't want to feel that feeling of having that happen. But as someone who's on the other side of that, I can tell you that, once you feel those feelings and you deal with those feelings and you have a way to talk to yourself around when those things happen, they're no longer a problem for you and you can just keep going. So that's the first thing, it's like, if you're fearing failure, if you're not taking enough action, and you'll know if you're in this category, because you'll know, you'll be in an uncomfortable zone, because you'll know that you want to be taking more action, but you're being held back by something.

And for a lot of my clients that something is, "I need to feel more ready." And especially if they have failed interviews in the past and they've maybe had some big opportunities in front of them that they haven't succeeded at, they might be kind of gun shy. They might be like, "Well, I don't really want to go again because I'm not ready." And the thing is, we will never be ready. If you feel that way, you will never be ready, because it goes back to the, you could never, ever possibly absorb all the information in the world in order to have every answer anyway. And the answer doesn't come from something that you remembered or prepared. The answer actually comes from you knowing your craft or from you knowing your stuff.

Or if there's something you don't have a lot of experience in, it doesn't come necessarily from you knowing, but it comes from you having a deep belief that you will figure it out no matter what. And that you can figure it out. And that it's not a problem that you don't have X, Y, Z specific experience.

So that's what needs to happen is you need to have that awareness that you are afraid of failing. It's like a lot of people call themselves perfectionist. They're like, "I'm a perfectionist." And a perfectionist is a nice way of basically saying, it's like a cover up way of saying, "I'm scared. I'm scared to fail. I'm scared to be criticized. I'm scared to be judged. I'm scared. I'm afraid." That's what that really means. You're not a perfectionist. You are scared. So at least tell the truth about that.

And then if you want to continue to be scared, and you want to continue to stay in the safety zone of not being judged, not being criticized, not being rejected, then you can stay there, but at least tell yourself the truth about it. So that's the first one.

The second one is when you are taking constant action all the time, and you are getting increasingly more and more frustrated, because your action isn't paying off. I'm very familiar with this. This is my go to MO. It's just go, go, go. Like being raised in a family where people had high expectations of me, and it was always like trying to get the best grades in school. You're trying to overachieve. And I was never really a super big overachiever, but I tried. And I would hang out with the brainiacs and the smart people and I'd get their help.

And I was kind of lagging behind them a little bit, but I was almost there. I was like a B+ student, sometimes an A student. And it took a lot of effort for me to get there. And I would hang out with the A+ students. And I remember, little side note, I was in biology class, there were groups of four, and I sat with three other super smart women, I guess, now. One of them is a veterinarian. One of them is a Marine biologist. They all went on to do amazing things. And I was sitting at the table with them.

And at the end of the class, the biology class, the note that the biology teacher wrote on my review was, "You were a breath of fresh air at a table full of overachievers." And I think I'll remember that, because he kind of saw me trying, but I wasn't quite at their level, but I was surrounding myself with them. And I was obviously trying my very best. So that's kind of how, I guess, I went through school. I was just a breath of fresh air with all the overachievers around me, because I wasn't an overachiever. And I guess what he was saying was, "Sometimes you can find those people annoying the ones who always get A+s on everything, they always get perfect marks." It's like, "Oh, they're so irritating." But I know that they worked very hard as well.

So that's kind of my MO is always work really hard, do all the things. But I didn't know about thought work. I didn't know about mindset. So I was just focused on actions. And that is where a lot of you are, if you're taking a lot of action and you're not getting the results you want. It's not paying off. You're not seeing your efforts and your time reflected in those actions.

One of two things is happening. Probably both of these things is happening, actually. So the first one is you have not slowed down to look at your mindset. And by your mindset, I mean, what are the specific thoughts and feelings fueling your action? What are the specific sentences in your brain that are causing what feelings? And how are you taking that action?

And a lot of people are taking it, and myself included, from anxiety, desperation, frustration, rush, urgency, trying to get this result. And I describe it like this, so if we take a step back and we look at the person who's in this constant action, they are pedaling on a bike really, really, really hard. And sometimes it's even closer to being pedaling on a stationary bike. So they're pedaling so hard. And when we pedal on a stationary bike, we get a good workout, but we don't go anywhere. So it's like, if you zoom out and you look at this person who's working so hard, let's say, for whatever it is, they're working on. They're sending out a ton of applications.

They're talking to a lot of people and they're just like moving, "Okay, what's next? What's the next action? Let's go. Let's go. Let's do this. Let's do this." And they're just purely focusing on their actions. We zoom out and we look at them, it's like, they're pedaling on a stationary bike, because they don't have the correct thought and feeling, or there's no, correct or no correct. It's just, what's working for them? And what's not? But we know it's not working because they're not getting anywhere.

So what needs to actually happen is they need to get off that stationary bike and they need to program a GPS. They need to slow down. They need to figure out exactly what they're doing for why? Where they're going? And because a lot of people, they're not even really clear, so they're taking the wrong actions. A lot of people, their to-do list, their calendar is filled with actions that are not even directly related to the result they want.

Sometimes yes. Sometimes no. I know I was actually doing this. Like I spent a lot of time perfecting my website, making beautiful graphics, when really what I needed to do was be out there talking to people. It's kind of like the equivalent of, "Oh, perfecting my resume, rehearsing my answers," when really you need to be out there talking to real people. And so it is the same. It's like, well, those actions are not getting you anywhere, so that's like pedaling on a stationary bike.

So you're either doing that and that needs to change, because otherwise we both know you can pedal on a stationary bike for years and never get anywhere. You'd just be really, really tired and really, really frustrated, because you could work so hard and pedal so hard, put that resistance up high and just go for it, and then be like, "What? I haven't even moved."

So this is when you keep repeatedly thinking the same thoughts and feeling the same feelings that are not serving you. For example, this is the one that comes to mind, and this is one that I was doing, it was very much like, "This is not working. Why isn't this working? I'm doing everything. Why isn't it working?"

And that caused frustration for me. So when I think those things, I feel frustrated. And then I just think that the answer was to push harder, to do more.

And so when thinking that those things with the feeling of frustration, there was no progress being made, because my actions were just not resulting in anything. My energy was all off. People were not buying it. You could tell. I was just in it for me. I didn't have what it took, at that point, with those thoughts and those feelings, to really achieve what I wanted.

So what I needed to do was really get off that bike and program my GPS. Exactly, what's my goal? Exactly, what am I going to focus on? What are the thoughts and feelings that are creating this goal not to happen? What are the reasons why I'm not getting there? And then we need to analyze that. I need to have an awareness of that, so that I can have that moment where I'm like, "Oh, of course, this isn't working. I'm just focusing on. What's not working. Of course, it's not working. I'm getting more of what I don't want." And it was a pivotal moment when I had coaching from one of my coaches who said, "When you keep focusing on what's not working, do you see how that's creating the result of you only seeing things that are not working?"

And then she pointed out a lot of things that were working. And that's the other thing I was going to mention was there are always things to look at that are working. So that's the first thing is, if you're taking a ton, a ton of action, and you're not getting the result, you want to look at even the tiniest things that are working. So the fact that you're taking action means that you're not afraid to take action, which is very helpful to you. But you need to be able to take the action from a thought and a feeling that is going to help you get what you want.

And that might be calm. It might be a calm feeling. It might be an excited feeling. It might be a motivated feeling. It might be a determined feeling. It's going to be the feeling that most resonates with you, but it can't be from frustration, because obviously we know that doesn't work. And these are just examples. Everybody's going to have their own version of this, which is why inside my program, we coach directly on these things, so that you can see your own awareness and your own, how you are thinking and why you're not getting that result. And then we can help you move to how you will get it, and what will work for you.

So those are the two things. To recap, you're either afraid of failing. You're afraid to be rejected. You're afraid to take that action, in case you fail or something bad happens, and you feel a feeling. You're essentially afraid to feel a feeling. And your brain thinks, "Oh, my God, I'm going to die if I do this again." Or like, "I can't handle another rejection." No, you can totally handle another rejection. And you need to. You need to, until you get there. And it's okay, it's not a big deal.

And then the second one is doing a lot, but doing it from the wrong place, from the wrong mindset, not getting anywhere, not understanding why you're not getting anywhere, getting more and more frustrated. Probably looking at everything that's not working, which makes you increasingly more frustrated, and then makes you take action harder and harder, but doesn't change your result. What needs to change is actually the internal, the mindset. And by mindset I mean, the sentences in your brain, specifically, the narrative you have around what you're doing, the story you have around what you're doing, and being specific about where you're going and getting there. So that needs to be addressed.

Somebody who is doing things from the right place, this is ideally what it would look like. They are looking at their thoughts and feelings. They're slowing down to look at their thoughts and feelings. When people are so eager to take action, their brain's like, "Oh no, no, I don't have time to slow down. I got to keep pedaling. I got to keep pedaling." Imagine yourself on that stationary bike, not going anywhere. And then telling me, "Oh, but I got to keep going. I got to keep pedaling harder, harder, harder." Does that make sense to you in that way?

,And a lot of people are, they're just on that bike and they don't want to get off, because it's comfortable on the bike and their brain keeps saying, no, no, no, this is the way. But it will show up in your results, your results do not lie, ever. So you'll be able to know, and you got to be honest with yourself, is this really the way?

So how we need to work from is we need to realize which one of these problems we have. Which one is our pattern? Is it fear of failure? Is it fear of not being perfect? Or is it going, going, going, and fear of... Normally, when you're on that bike and you're pedaling so fast, you want to be so distracted and so in the work, so that you can be like, "I'm working, I'm going." And you feel some sort of sense of progress. Because you're getting tired, you are doing an activity, and your brain is tricked into thinking, "We are going somewhere, this is progress." But it's not when your results don't show it's not.

So what is actual progress? So what actual progress is, is repeated in perfect action with evaluations, with actual slowing down to look at the thoughts and feelings that created each result for you. So that could be you go on an interview, you get rejected, that's actual progress. You do an evaluation of that. You evaluate yourself. And in my program, there's criteria for how we want to evaluate. So that everything we evaluate is fully within your control, and it doesn't depend on somebody else's feedback, because we are not likely to get that.

So it's imperfect action, repeated quick imperfect action. So I'm not talking about like one interview then taking a month off and then going on another interview. Or overthinking what you're applying for so much that you're only really applying for one and a half positions every three months or something. I'm talking about steady, consistent, imperfect action with evaluation in between. And there is no way that if you are doing that and you are slowing down to see exactly where you're off course, that you will not get your result in a timely manner. Because you will be taking that imperfect action from the right place consistently, until you get the result. And when you are able to do that, you are free of both of these problems.

So what is ultimately created when we don't do this? Well, you probably know a lot of stuckness, a lot of disengagement, a lot of building behavior, a lot of reinforcing patterns that we don't like, that we don't want, that are not getting us the results. So it's like, we're really strengthening those patterns. So every time you are afraid to fail and you tell yourself, I need to prepare more and you go and review your stories again. Every time you do that, you are reinforcing a pattern that is not serving you, for example. Every time you take an action that isn't from full, deep belief, and isn't with the right mindset in mind, when you're not coming from the right place, every action you take in a frustrated way is you ingraining that pattern further.

So we need to break these patterns, so that you can clearly move forward with confidence, and just start becoming the person who achieves what they set out to achieve. No questions asked the person who is achieving their goals and their goals are as good as done. And you can be that person. I never used to be that person. I never was that person. I am that person now. And that's why I understand exactly what it takes to make things happen for yourself.

So the alternative solutions are, understanding the patterns, breaking the patterns for yourself, getting coaching to help you see that awareness of your own patterns. It's very difficult to see our very own patterns on our own. Once you get inside my program, you see other people's patterns being unwinded. You understand the work more. I teach you exactly how to do this for yourself. You will get better and better, and you will be able to self coach yourself at a high level. And you will be able to unwind your own patterns.

But if you are just starting this, you will not be able to see them very clearly. You will need somebody to mirror them to you, to point that out to you. One of the analogies is like, if you are sitting in the jar and you're trying to read the label from inside, the label is blurry. It's upside down. It's backwards. It's hard

to read. But if you're on the outside, you can come up and look at that label and just read it. And that's what a good coach can do. So a good coach is just someone on the outside, who can read. And that's what I've been trained for. That's what the coaches in my program are trained for is to be able to show you this awareness.

You might need some help with that, so I encourage you to join the 6-Figure curriculum, where you can get coaching every single Tuesday on this. And then a lot of people, once they get coaching, like even once, major aha, major breakthrough, a big block is cleared and they can go. And they can go and run and go and do all the things. But I've been coached a lot. And I can tell you, every single time, I'm just like, "Okay, I feel like a little block has been removed from my path. It is illuminating."

So why it works so well is because we can't solve a problem from the same level of thinking that created it. Do you recognize who said that? I believe it was Einstein. And the reason for that is, because, if you are thinking at a certain level and you're just used to thinking those things forever, you don't know, you think that they are facts. So when someone tells, "Me it just takes time. It does. Oh no, no. You don't understand. In my industry, in this place where I work, it takes time." That they are telling me is a fact, and they really try to sell me on it. They're convincing me, but that's a fact. It's like, "I'm telling you the sun rises and you're not believing me. The sun rises every morning. Why don't you believe me?"

And it's like so many things that you believe right now are facts of the world, are not. They are actually just optional thoughts that you have picked up, your brain has offered on default, and you have taken in as a belief. And now you work from that belief and that stops you.

So that's what's necessary. It's necessary to unwind those things. It's necessary to have awareness brought to you of those things. It's necessary so that you can move forward. And anybody who has been stuck for a long time, I don't know, a month, two months you've been wanting to do something and you haven't achieved it. Whether you haven't been taking enough action or you've been taking lots of action with no results, the answer is awareness. Awareness first, and then intentionally moving where you want to go.

So it's like you get off the stationary bike, program the GPS, and then you start driving. And then, yes, there's probably going to be a red light or two. There's probably going to be some little obstacle that gets in the way. And all those things are little pieces of coaching that you need. Whether you give those to yourself or whether you come to the calls and get the coaching, you need a little piece of insight to clear the way for you so that you can keep moving.

Your necessary skills are belief in you that you can figure it out. So it's like, "Okay, I understand what you're saying, Natalie. I understand these tools are helpful. I understand that I need to be aware of what I'm not aware of." Then you need to believe that with that, you can make that happen. You can make the thing happen that you want. You can make any goal happen that you want. You can make your salary be anything you want. You can work for a premium organization in a role that you absolutely freaking love to get up in the morning for.

You got to believe that. And you got to believe that you, as a person, have what it takes now to do it. And then you got to be willing to put in that time. You got to be willing to be the person who slows down, gets off the stationary bike to look at why you haven't been getting anywhere. And if you're somebody who is afraid of failing and afraid of taking that action, because you're afraid of it not being perfect, you're going to have to get used to deciding that you want to go in a different direction.

So sometimes I will say, "Being in that fear of failure, in that 'perfectionist mode' is uncomfortable." And I know that because people come get coaching on it. They're like, "Well, I know I'm not taking enough action. And it's because I'm a perfectionist," or whatever. But the reason why they bring it to coaching is because they know it's not working. They know that it's a problem. They know that they need help with

it. So it's uncomfortable to be there. It's uncomfortable to be in a place of, "I am afraid. I am a perfectionist." It's uncomfortable to be a perfectionist. It's almost like you're in your own way all the time.

And so I say, if you are uncomfortable there, recognize that, but then you are no stranger to discomfort. Which means that if you decide that you're going to take some imperfect action, like you're going to be like, "Okay, I'm going take three imperfect actions forward tomorrow," and your brain's like, "Ah, that's really uncomfortable." Then you could be like, "Yes, but we know how to be uncomfortable, because we have been uncomfortable not doing anything."

And at least this other type of discomfort actually moves in the right direction. It will be moving you forward. It will be giving you things to learn from. It will be giving you data points. It will be moving you forward. It will be making you one step closer. So choose your discomfort. You can choose it. And if you don't want to, you don't have to. There's people who stay in the same job, do the same thing, never want to go on vacation. Don't want to take any chances. They want everything to stay the same. And I doubt you're that person, or you wouldn't be listening to this, but there are people like that.

There's nothing wrong with that. We need those people in the world, sometimes. We need people to be the reliable people who are always just doing everything that they need to be doing and they don't want to move up. They don't want any change. They don't want any more money. But if that's not you, I would recommend choosing the second discomfort. The discomfort that actually moves you forward.

And what you create is the ability to create any result you want. So we use the model inside my program, and the result you can put anything you want in that result section of the model. And then you work backwards to make it happen. And when you join, inside the 6-Figure curriculum, I have a workbook that actually helps you to break down this work day by day.

So you will get the entire workbook sent to your door, and this is when you sign up before the end of June. So you'll get the entire workbook, and you get everything day by day that my clients have worked to get to their success, that I use. This is the exact method I use every single day that I work through. And it's the three phases of where you're at. You're either in the first phase, the perfectionist phase, when you're not feeling super confident. The second one is where you're more in the possibility of things. You're starting to get it.

The third one, you're super confident that you will reach your goal, because you know how. You know the process. You know how to break down your thoughts and feelings. You know how to stop how to program the GPS. And there's four categories of belief that you need to have intact in order to make this happen. And so we work on these things daily for eight weeks, depending on where you're at, what phase you're at. And it all comes to you in a beautifully designed workbook, packaged in a spiral bound. And it comes to your door when you sign up before June 30th.

So when you come on in, you will immediately get access to all of the modules. And sometimes people say, "What could you possibly offer that you're not offering on this podcast. This podcast is so great." Well, I don't believe in holding back ideas. So on the podcast, I share everything. But when you enter the program, the difference is, is like from watching someone get massaged and from getting a massage yourself. It's like, you actually integrate the principles into your life now, because now you are part of something.

Now you have skin in the game. Now you have committed to something. Because if you've been listening to the podcast passively for the last few months or however many you've listened to, and you resonate with it, but you're just passively listening and you're not doing the work, you're not doing the challenges and you're not doing the actual work that I'm talking about, then you need to be in the program. And that's where the mind-blowing experience comes in.

So if you thought this really great, you will love it inside the program. Because it's not just me talking about it, it's me helping you apply it. And that's where the results come from, because we need to be taking that action. It's like, passive learning is great and there's a place for it, but you don't get the results from passively listening. So with that said, I can't wait to see you in there. And I will talk to you next week.

If I were to sum it up, I would say, the most common thing people come to me with is, "I'm going on interview after interview, after interview, and I'm not getting the offer. What am I doing wrong?' So I've put together a freebie, where you can get this download completely free. It has the eight reasons that this is happening. And I break down each reason very specifically, and how to fix it. So to grab that download, the link is in the show notes. You can click on that link, you just have to enter your information. It's called the eight reasons you're not getting hired, and I will help you figure that out. I will see you in the freebie. Okay, talk to you soon.