

Take on Board

Transcript – Mags Bell and silencing the inner critic



Helga Svendsen 0:00

Today on a take on board podcast, I'm speaking with Mags Bell about silencing the inner critic. First, let me tell you about Mags. Mags is an international speaker, author and awareness expert who works with major influencers and leaders around the world to cut, Polish and reset their inner diamonds, allowing them to step up into leading me with her 25 years plus experience in business and speaking also over 60,000 hours in coaching 60,000 hours, that's a lot. Anyway, we'll come back to that. She assists those top influencers and leaders to their authentic balanced self, which makes them better decision makers, leading to a less complicated life both privately and in business. She enables them to bring out their own brilliance which propels the creation of powerful results. She lives with her love and partner in life of 32 years Paul, and her fur baby Rory on the Gold Coast, Australia. Welcome to the take on board podcast Mags.

Mags Bell 1:04

Absolutely thrilled to be here.

Helga Svendsen 1:06

It is fabulous to have you. We'll keep an eye out. Well, I was gonna say for the fur baby Rory, but I guess also for the love and partner in life might wander in as well. This is the joys of recording when people are at home. So, as always, before we delve into the inner critic and silencing the inner critic, let's dig a little bit deeper about you. Can you tell me what young Mags would say about your journey to now?

Mags Bell 1:36

I think she would be astounded and gone. How the hell did we get here. Because when I've when I started, I was shared I was going to be a PE teacher. So I can't be far enough away from that other than the fact that I'm still in education, if you like just educate a different format. So I think she would be astounded and I think she would be absolutely thrilled. We didn't take the path we thought we were going to. And of course in life, I do remember the young Mags being devastated over the fact that she never got into PE college. Because at that point in time in my life, I was Scottish school, badminton, I was county swimmer. And I managed to get again from a national team

and netball. So my life revolved around sport. And it's where I first started coaching to be honest, I'd coaching certificates and various things because this was going to be my job. This is what I was meant to be. And there was 250 applicants for 25 places in a place called Dumff, which was the family College of Physical Education, the only female college in Scotland. And I'd only gone for the one because my focus was that. And I was so focused and determined and still, to this day, that it never dawned on me. Someone would say no, they did. And the reason, understandably, was I hadn't even sat my exams yet. And there was people who already had the qualification. So I was absolutely devastated that age 17 or 18, or whatever it was. And I thought my life had ended. I really did. And I look back and I go, oh fantastic, what happened. At an early age, I was told no, and I had never really understood that. And then I realized where it's landed me is exactly where I should be. Sometimes we see these things, curveballs come in. And we certainly at that age and even older, you get devastated over these things. Because you have fully immersed yourself and you have full expectations that's going to happen. You will not take anything else. So it's like no real armor. I did feel lost at that point and are sort of lost a year and the way I see that as a lost year of what I thought I was doing, but I got a year of new things and weird and wonderful is coming in. So yeah, that that was a young mags looking going. Wow, look at what we've done, though.

Helga Svendsen 4:29

And it's so interesting, isn't it when things don't work out quite the way you expected. You know, of course, as doors closed or the doors open, and it's being open to those other ones. I was listening to a book recently an audio book, I think it's called the squiggly career or something along those lines. You know, they were talking in the book about it's not a ladder from here, this step to the next step to the next step to the next step. It's a squiggly line that goes all over the place and almost everybody I'd certainly everybody I know I think has had a squiggly line career, I certainly feel like I've had a squiggly line career. And it sounds like yours was, here's the first step, and you didn't get on the ladder for that first step. So you took off in another direction.

Mags Bell 5:09

Yeah. And I know that most people listening will totally get the image. And I've seen it so many times as a squiggly line where they have a to b, and he is lower than b and as a straight line. And then you've got the squiggly line that goes everywhere. And that is life. Certainly when I was younger, I thought it was a to b, you know, that was black and white. And that event helped me see some grace. It took a bit of time, but allowed me to see the grays and I had to grieve that whole process. I had to decide whether I keep going for that or do something else. These are the points in life that actually determine you as a person. I love the squiggly line. That's just because that's exactly there is no one who doesn't have a squiggly line, even if they just perceive it as a to be right. But we get there in different ways to what we expect.

Helga Svendsen 6:07

Absolutely. Yeah. Well, it probably if I can segue to today's conversation, it probably connects in a way. I mean, you've been studying and researching human behavior for quite a while. And with today's conversation about the inner critic, first tell me what is the inner critic? How does it show up for people? And then maybe we can have a chat about the goods and the bads of that inner critic and how it plays out for people. But what is the inner critic? What does it look like?

Mags Bell 6:36

Firstly, I mean, you hear the saboteur, etc, etc. And so for me, there's the inner voice. And there's the inner critic, the inner voice is actually the one true voice. So in leading me terms that are developed over the years, that's when that inner being is totally meshed with the outer being that physical being. And if you imagine if you take your two hands and put them straight in front of you, and then you mesh them both together, like in prayer, or one behind the other, which is the that is your leading me, that's your right in the middle, you're not completely balanced. When we're looking at the inner critic. If you take one hand, and move it, you're on that right side, that's you bigging up as far as your ego is out of control. So I want you to touch on ego at the same time here, because it's really important, and that works. And please, everybody out there stops and leave your ego at the door is bollocks, right? Because we need ego ego is really important. Right? It's balance our ego. And that's where leading me is. Yes, that allows us that knowing that wonderful sense of confidence, that's a great place to be right. What we need to concentrate as bows bring your balanced ego into the boardroom. Right? Because when we're out of balance, that is when we go into bigging it. So if you move your hand to the right, you know, begging it, that is in the leading me ladder of leadership. That's you, I have to control this situation, I'm going to judge judging control is bigging it, on the opposite side. And this is where the inner critic comes in. We also have you then take your left hand and you move it to the side that you belittling. And what we're doing is we can beg someone and we can beg ourselves or we can belittle someone or belittle ourselves. The inner critic is when we belittle ourselves. Okay, so it's the, when are we doing that? And what's the catalyst that causes us to allow our egos to take over us? Right? And then we become out of balance. So when we're out of balance, and we're either at bigging or the belittling, that's when life is really hard, that's when things get overwhelming. That's when we get into negativity. So the easiest thing is to be able to bring yourself back into that middle ground of complete balance of the ego. Now I'm in knowing knowing and confidence. So for me, that is that inner voice, which is you sitting in that square middle part that that that runs through the middle of you, when I'm leading me, everything goes well, yes, because I just know this is the right thing to do. When I'm on either side, it's really hard. It's difficult as Platon, people are difficult. Then I start telling me that, look, I'm not as good. So, particularly in the boardroom, I feel they're better than me. So I've just moved to that. Feeling bad of admin, but actually, I'm making them bigger than they really are. First job of moving into the boardroom, oh my god, I'm not good enough. I've not actually done these things before, who will? And who I hope will accept me. All of that is you allowing your ego to run you? You are no good to anyone when you're out with that leading me part of here love, sheer brilliance, shining your brilliance everywhere? Because you're not total? I may not know the answer. But I'm

confident that by may not know the answer. From from, oh, my God, I don't know the answer, I better shut up, I better not see him no matter, right? That is the inner critic.

Helga Svendsen 10:54

Interesting. I love that distinction between the inner critic and the inner voice. Because the inner voice can have loads of value to questioning yourself, if you are questioning yourself from a position of strength and confidence as opposed to you know, as you say, either too much ego or not enough ego, whichever it might be, in the boardroom, you've got a bunch of different individuals. And some of those people may be on one side, some may be in the other, some may be in the center. So it also is not just for the individual, but for the group dynamics, to operate in a healthy way. And to ensure that you can have robust conversations and psychological safety for those robust conversations, you need to have that imbalance. So what's your advice to people, both for themselves for keeping themselves in balance, and also for working with others where they might observe they're not quite in balance?

Mags Bell 11:50

The biggest thing of all, when people are not imbalanced is the we don't then join them. Right? So if we have in that, as I call it, the leading me space. So that middle section, where I'm really truly leading me, I'm really confident about what I'm seeing and what I'm doing. I may not know what the right answer is, but I'm aware that I can ask the right questions. I don't have to think about that. I just know, of this questions appeared, I can answer it in a really confident manner. Or ask it sorry, in a real confident manner, that it's not going to be viewed as anything else other than a question because I'm right in the middle. The worst part of all is when someone is I don't see, we've got too much ego, we've got the same amount of ego. It's just whether it's balanced or not, right? Yes. Is it in the bigging site? Or is it in the belittling site, you can actually use your ears, we have two ears, one mouth, the more we can use this in the boardroom, the more power we have actually, in the knowing because I'm listening carefully. And the ladder to leadership, the visual is really easy. You're either one side or the other, you're in the middle, we're at the art. And if they're bigging it, I'm this and we've done that, and I know how to and we should be following this. And we've done this before. If that's the situation, the last thing you need to do is either go to Oh my God, they are so powerful. And I've never I don't really know how to deal with them. Because you're no belittling self. Yes, unfortunately, we live in a world of polarity, a world of balance, right? So the easiest thing is we move out of balance to balance the person. Okay? So that causes issues because you go into bigging them, which means I have to belittle me. If on the other hand, they are bigging and you decide you want to big with them. Yes, that happens. And at some point both of you are going to have to face up may not be in the boardroom at that moment. But later on or sometime, you're then going to have to belittle yourself. The easiest and best spaces to be and there's that middle part where you're just lessening, you're able to on that, whether it's which side of the ladder of leadership and the on. Are they actually bigging it? Are they belittling? Or are they actually coming from a space of confidence, understanding, awareness, clarity, willing to listen willing to learn or are they somewhere else? And if they are, it's helping them back to that middle ground.

Helga Svendsen 14:40

Helping them back to that middle ground. And I think what I'm hearing is the more kind of centered you are on the middle ground. If you're, I don't know I feel like it's almost I don't know pitching a tent or something and you've got that really strong pegs in the ground and the guy ribs in the ground and that will bring people back to where that is. Would centering yourself. And that will, I don't know, almost naturally isn't will bring people back to that center ground with you.

Mags Bell 15:07

It's a really good point. And you're spot on to when I talk about leading me, if I don't know me, and I'm only aware of bits of me, and I don't know what I really stand for. So, you know, many, many times, and I'd like your audience just to answer for themselves right now. When I ask anyone this question, I get a couple of different answers. What are your values? That's your foundation. Yep. Now, if you win this, this, this and you can answer it in one word. Exactly. what those mean to you. Description, wise, then you know your values if you and then you don't know them. Yeah. So we banded around these values, on corporate walls on small business models, that really don't mean that much, because we got together as a group, we put them together never got them up there. And they were not living. But actually, what's my personal values? And we don't do enough of this. When I start working with people, I can't tell you, it doesn't matter how high up the tree they are. The normally the answer I get is, well, probably, and it's probably in thinking, which tells me that you do not know them well enough. Yes. So that's where we have to start. That's our foundation, if we don't get our foundation, right, then one, we don't have the right boundaries, to be able to do that. which then causes us to go out and allow ego to master us. But the idea is for you to master ego and stay in that center ground. So when I know me, leading me so well. That's the 10 pitch. So I'm really centered. I don't have to show anybody how great I am. By the way, I've seen this before. And I know that this doesn't work, right, that's just bigging up is full of emotion. So if you're full of emotion is not getting real emotion. And we do this to ourselves all the time. Right? We had an emotion when we were out there, I have this analogy, but in the movies. So when you're sitting and watching a movie, and if you imagine your two fingers, your two, four fingers, your thumb and your forefinger, and your chips in front of you, as if you're looking at a weird little TV that you've made, okay? Then you bring those back and put them underneath your eyes, you're in the movie. So you're sitting in the movie theater, you're watching all these things happening, and you're oh my god, my life look at what happened there, and you are in the movie, you are reacting to everything, then someone comes in and you hear a crisp packet, go in beside it. And all of a sudden take your thumbs away from your face, bring the right out, that's your screen, you know, looking at the screen, but you're also looking at everything else. You're now in observation mode, you are not an emotion anymore, right? So I often say to people, are you in the movie, and fine, most of the time, I just use the signals, which is the thing, the thumbs underneath, bring it out, and they get points straight away, okay, and their job was in their language that your board speaks on that type of thing. It's really easy to just put a signal to someone that in the movie, and to be centered, you're out there moving, when you're either bigging it or belittling you are in the movie. That's all emotional stuff. Or we can get into that calm space, the more we're listened to. And let's face it, for those ladies out there who are listening. Men don't always get this. But women, if we are showing emotion, of any sort, whether it's

passionate or not. There's something wrong with us. I'm probably on a period or something alone. Right? If a male does it, it's just been passionate about it.

Helga Svendsen 19:28

So frustrating, isn't it up.

Mags Bell 19:31

It's over. We can keep ourselves away from those nth degrees of the ego mastering us in the emotional sense, and they're out here on begging or belittling, then we can bring ourselves back into this space where confidence sets where I can speak without having to throw major emotion but I can still make my point and I can still make it really clear and People sit up and go, Wow, no, this is extremely important for women that we like it or not, the men see something else.

Helga Svendsen 20:10

Oh, well, I'm wondering in that about, again, when women are centered in that space as well, whether they can actually show emotion, but because they are centered in it, it is somehow perceived differently. I don't know if that's the case. I'm thinking about all of this research and talk about showing vulnerability and being authentic and all of those sorts of things. My guess is you're the expert, you can tell me in a moment, but I'm guessing that again, if if we are centered, whether we're male or female, we can probably show that emotion, in a way, but from a place of centeredness means that it is I'm not sure what the word is more confident, more commanding, whatever it may be.

Mags Bell 20:49

Clients often said to me, many moons ago, Mags, how did you get me to become less confident? Well, I didn't you don't? It's like, Yeah, but what did you do? I don't know. It wasn't two years and years of me doing this. I know, it sounds as if I'm really old, but I'm getting out of it. So I now own it. I'm quite happy to thank God with all these years of experience. But it's much more of a, one, I don't get them confident, they get themselves confident. But what I was doing was, know that I understand how this what really works. And I love the neuro side of things. I love the behavioral side of that. I love all of that. But in my terms, my leading me terms, all I was doing was bringing people back into the center. Yes, when we do that we command. Right. So to get back to the point you made earlier, when I thought I was in leadership development, all those years, I thought I was developing leaders to lead people. Yes, that's not true. I and many others, although some others haven't clicked yet. We have been here to help leaders lead themselves because others follow. So going back to your point about the boardroom and you doing that, it then makes them so if they're begging up and you come in commandingly, in a way where you are not throwing emotion around

everywhere, you're not allowing the motion to get to you, what you're doing is you're sitting in that real confidence about what you're seeing, and the fact that you've seen that they're there. And you come in with a commanding voice over something because you're a movie you're able to observe, come up with the right things at the right time, because you're giving yourself space, you're not filling up with emotion, which then drags you to either end, which is really your ego dragging you to either end, you're actually mastering your ego, which means it comes over whim or commanding, and then others follow. Yeah, it's why when you've got a chairman, or you have someone then who is really, that you're feisty, and then all emotion and whatnot, everybody ends up like that. No one's keeping themselves centered to then be the flag on the test on. Follow me.

Helga Svendsen 23:22

Interesting. I was going to ask about that. Because I can imagine when the the chair or the facilitator, whoever of that group is centered, everybody is centered when the chair is not quite so centered. If other members of that group or board in this instance, can retain that centeredness, I guess it might be that they can then almost draw the chair closer to them.

Mags Bell 23:47

Right. So the question I would ask you at this point, and the listeners, when you doing join the party on all the emotion? How much more powerful Do you feel? And how many people then go towards you rather than the other person?

Helga Svendsen 24:05

Yeah, absolutely.

Mags Bell 24:07

And the times when even if you are they only centered and everybody else is going? How much better Do you feel the fact that you're centered? Yeah, it's true. The all the time is when you join them, you get more frustrated because they're getting frustrated, and you're getting it. So all you're doing is joining the eagle party. Yeah, the master goal, and you are the one that then becomes the late actually leading me that helps them follow you.

Helga Svendsen 24:38

Okay, it makes perfect sense. And in fact, it's such a, it then moves away from almost it's their fault, or what can I do to change them? It's I don't worry about them. Don't worry about them at all focus on you focus on your own centered centeredness, and that will have the influence around you.

Mags Bell 24:57

The biggest thing that we after over a bit ourselves, we can actually change anyone. I personally can help change people's behavior. I am not changing the behavior. I'm showing them ways of changing behavior, a model called the bar model, which helps people feedback, right? So Venn diagram that helps people feedback, so that people take responsibility, because we usually play at the top end of the bar model, okay? We don't ever get to that responsibility part. Now, I can help people with tools and things, but they still have to change themselves. Yeah, that's why the bar model is in existence, because just bringing awareness to someone just fit in back here is what we need you to change does change is nothing. And go Oh, yeah, that's going to work really well. But it doesn't, it never does. So we have to actually, first of all, look at ourselves and go, okay, if I'm asking someone to do that, what behavior Am I showing? Yeah, because they keep doing this. Yes, the leading me is I have to be very aware of self all the way through, or I am, the more I know, myself, the more I help myself, the last I'll go to the inner critic. To be honest, there's some people get such an inner critic, they need a tool to help them. Yes. And, and we'll talk about I've got something that they can go to, to help. So I've got an actual tool called the forearms release model that can help. But that helps them get back to center. So it's a tool to help people get back to center, it's not that none of us go through this. And I still move or center, right? I'm not perfect. I am a human being. But I have tools to get me back into center so that I know whatever I'm doing is helpful to others to follow, always have to look at the rest tools to help us but at the same time, the biggest tool of all, that sounds really good as me. I could be a useful tool, it'd be very useful. So we have to, like I said, person come up on me use that in the future. Thank you very much. I often say when I'm doing things like this, the universe provides and pops wonderful things in so we are tools, right? Yes, let's be useful tools. Okay. Plenty of times in boardrooms, we can be manual tools. Right. So yeah. It's all about the centeredness and how do I get back to center? How can I keep myself centered? And how do I get my points across that will come over way more commanding than what's been put forward? Even by someone who seems to be in the center of power? Yes.

Helga Svendsen 27:56

Oh, okay. Now, you mentioned the four R's, take us through that. And then I'll get you to summarize into main points, but take us through the four R's that can help people center themselves.

Mags Bell 28:09

First of all, because some of your listeners may be really the hear an accent there, they may hear that my Aussie accent is really good but, there's a Scottish that comes through

Helga Svendsen 28:24

Just a little bit you can barely hear that.

Mags Bell 28:27

Doesn't matter how long I'm here. And just so one of the things I'd see is it's called the four R's. So that's an R. Because sometimes, people will say, what?. Right, so. So it's the four R's release model, okay. And basically, what we'll put in the show notes is a free webinar for you guys. Okay? It's a recorded, but it feels live. And it will be live people with you on it as well. It runs top of the hour, you choose an hour, you go and register, and you've got that for the hour. And that will teach you fully all about the four R release model. I'll teach you about the three brands. And that will teach you the positive thinking does not work. So stop pretending it does. So all of that people learn from that. But in a quick summary, the four R's are the first one is recognition. Because if we don't recognize a behavior, if we don't recognize, for example, I'm not good enough. So whatever the little phrase you use against yourself as or phrases and some people have many, if you don't know that, you're in deep doo doo to begin with, right? But most people are aware enough to know that it's like what do I do with it then? Because what happens is I recognize it and then I will use that to pull myself further down. And to that horrible, critic, right? Because it's, I'm not good enough or I've caught myself again. Oh, Oh god, I'm never going to get rid of this. Oh, no, it's really bad. So there we go right down into that pen. Okay. So that's the first, the second R is the one that everyone usually tries to skip. Right? And that is recognition followed by reward and reward as it's the one place because it means we've got to reward ourselves because we love ourselves. Well, why would we do that? So let's skip it. The next one is rephrasing. So we need to rephrase the phrase we have at the beginning into a positive phrase. We're trying to go from a negative field to a positive field. Well, you'll never ever do that by trying to positively think that you've learned this in the webinar. But basically, if positive thinking works, everyone, why have you not got exactly what you want? Because you're probably thinking that lots of times, we may possibly think positively and we get things. But there's lots of times we don't. However, as soon as we inject feel that type of charges, everything, how do I get to that feel. And that's where the second one is so important. And the third one is rinse and repeat. Now, depending how well you do the first three, sometimes we don't have to repeat that. Yes, but because we're habitual, we may need to dig deep on the first three to get not using that fourth wire. But I've seen me tonight and one go, right. And the reason that I got this model together is because I went through messes perfect, I had to be perfect, everything had to be perfect. So it was really control freak hard for me to let go of that inner critic. That's where it came from. And this story is in the webinar. So one, you'll hear the story, and you'll get the lessons of all of those.

Helga Svendsen 32:04

Fantastic, such practical Well, two things, practical tool, practical results, we've covered so much here one of the main points you want people to take away from the conversation that we've had today.

Mags Bell 32:15

The first thing would be by focusing on knowing me, right? Knowing yourself, and keeping yourself in balance. So and when I say keeping yourself keeping your ego in balance, you can lean into leading

me and become authentic. That's where authenticity really does lie. And that is also where you can be vulnerable. By the way. That's where your best place of vulnerability is, when you're in that middle ground of being perfect. And it's a perfect place. We all are the perfect knee. Except that with flaws. And all right. And when we accept those flaws is George RR Martin, the author of it's not Game of Thrones zero. But basically he was the author of the book. He said, once we accept our flaws, no one can hold them against us. Yes, that's the work I do with my clients, which is the shadow work. Yes, looking at the shadow. So once we get to there, then we become a magnet in the boardroom to subordinates to peers, and also family. Right. So and friends in that middle ground. That's the first one. The second one, mastering your ego. And to balance is the key to confidence is the key to knowing. It's the key to commanding and it's the key to caring, compassion, love, all of that sits there. And the third thing would be know and lead yourself and others will follow.

Helga Svendsen 33:52

Great message in there, I think for us individually and for our group dynamics. Now, you've mentioned this already, but is there a resource? I think I can guess what it might be? But is there a resource you would like to share with the take on board community?

Mags Bell 34:06

I think there might be a little chance that people might really want to know more about how to silence that inner critic by a little webinar. So as I say, it's a free webinar, I'll pop it in the show notes. There's things like if you're interested in coaching more, and I mean by that using a coach and not necessarily me that's not what I'm saying. But I wrote a book called What the Bleep has coaching, used a toolkit from different people from way back who just by being coached some of the stuff they got so it's like a case study by it. So it's like nine case studies, different levels, but it also has a resource at the back of that which is all about making sure that you know how to interview a coach that it gets branded around you your audio culture, I'm getting a coach. But sometimes people don't even know why they are and they just get one. So it is getting clear about you, you would need that for and also the resource of how you go about interviewing. That is very useful. So it's more of a resource than as, you know, lots of case studies. And then on that, the wonderful thing is I've actually used subordinates as well as some leaders. So it allows you to see what happens when you coach people, the difference it makes in their life. So it comes from different levels on it. So I'd say that's a really good resource. If you're wanting to understand more about coaching, I think, in the boardroom is not used enough. In coach at any point that we tend to tell a lot, and

Helga Svendsen 35:50

it's so funny, you say that just recently, we had the take on board book club, and we discussed Corrinne Armour's book Leaders Who Ask and we were talking exactly this about in the boardroom, not being the expert, and asking and being comfortable in that. So yeah, similar concepts.

Mags Bell 36:07

Absolutely. Absolutely. So the more again, the more centered I am, the more I'll ask and use one, one mouth and two years, right. So when you're doing that, if if we get to grips with how important the leading new part is, yes, that's when things change all around you all will fall away, and other will come in, because that command, what is some people who are not there, but it also is very attractive? And I mean by that magnetic? Yes, yes, magnetic. So the more we can get in there, the better. There was a resources, and we'll put them in the show notes. You know, there's I've got a couple of websites, one is creating powerful results.com, that you'll get resources on now of all sorts. The second one is the mags bell.com. That's also I'm a speaker. So if people are really interested in me speaking more about these, and I do the leading me, do silence your inner critic, and I do decision making made easy as my main topics. And I've got things like podcasts and YouTube and just the usual things. So we'll pop them in the show notes. Wherever it takes your fancy wherever your learning style is, go and find it.

Helga Svendsen 37:21

You can tell she's a podcast host as well, because she's so effortlessly saying, we'll just pop that in the show notes as somebody who's been experienced behind the mic a number of times. So yes, there'll be a number of resources in the show notes. And, folks, if you're listening to this while you're out for a walk, because I know that's how I listen to podcasts, just go to my website, how you spend some.com.au. And you will find the show notes and all of the links there. So sometimes when I'm out walking and the podcast disappears, you're like, No, we're have all those links gone. So they're all on the website.

Mags Bell 37:50

You like me who sit in the car, listening to podcasts galore. Enjoy, just enjoy all of what HAL has got there, because it's all great stuff. And I've listened to quite a few now. Hell yeah. Oh, great input from many people who have got the experience. And that's the main thing, those of experience that can speak from that experience rather than just little snippets. So you get the really experienced people to help your tribe. Which Yeah, go never look.

Helga Svendsen 38:23

Thank you. Well, thank you for being part of it. Thank you for saying yes to this invitation to be on the podcast and thank you for sharing your wisdom with the take on board community today.

Mags Bell 38:33

My absolute pleasure anytime my darling. It's been great. And also happy to if you get any questions or anything through from your side, pass them on and I'm more than happy to help and educate was what was meant to do. From an early age it just didn't know was going to be there.

Helga Svendsen 38:50

That's right. You didn't thought it was a PE teacher but no, it is this instead.

Mags Bell 38:57

That's really easy. So thank you very much.