



Follow what feels right – Season 4 – Episode 6 - Dany Griffiths – The WorkJoy Jam

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**Beth Stallwood: Welcome to the WORKjoy Jam podcast, I'm your host, Beth Stallwood. In this week's episode I am joined by Dany Griffiths who has a really interesting background and career and is an entrepreneur, has run and sold businesses and is now the founder of the Feeling Zone. And, Dany works with people to help them better understand and process and work and live following their emotions, following what feels right for them. It's a really interesting conversation where Dany talks us through her background, where she's come from and the steps that she works through in the Feeling Zone to help people work through these emotions and not to just go 'That's a good emotion, that's a bad emotion.' But, what is the emotion telling us? How can it guide us? What does it want us to do? So, it's a really interesting exploration of our emotions and obviously how that's such an important part of our work joy, the emotions that we feel. So, I really hope you enjoy this conversation. I know I did. Hello and welcome to the Work Joy Jam podcast. I'm really excited today to be joined by Dany Griffiths, and I can't wait to have a conversation. I think it's going to be a really fascinating one. But, before we dive in and start talking, Dany, would you be able to introduce yourself to our lovely listeners, and to tell us all a little bit about who you are, what you do and how you get to where you are today?**

Dany Griffiths: Yes, thank you Beth and first of all, I just want to thank you for inviting me to be a guest on your wonderful WORKjoy Jam podcast. I very much enjoy listening to it. I am Dany Griffiths, founder of the Feeling Zone where I teach people how to live with feel right emotional empowerment, or FREE for short. And, for those who want to they can also continue on with me to train as a specialist. So, they can use feel right emotional empowerment with their work with others. Now, feel right emotional empowerment in a nutshell means using our feelings, our inner life navigation system if you like, to always follow what feels right for us. And, I have a deep passion for supporting mental health and emotional wellbeing and I'm on a mission to change how we are taught about our emotions. And, how by learning how to process them correctly we can use all of our feelings to support us, rather than inadvertently sabotaging us. Now, one of the first things we do when we enter the Feeling Zone is to look back on our timeline and look for significant experiences and how they make us feel and how they impact us in the now, and in our lives right now. So, I thought id do that in relation to WORKjoy, and so looking back to my childhood, first of all, the first, kind of, experience I guess for work is looking at my parents. And, I saw a complete contrast, they owned two cafes and my dad loved every single second of working in them. My mum hated every single second of working in them, and that was very clear. So, I could see such a contrast right from a young age of what it meant to have work joy, and what it meant not to have work joy. Now, as any kid whose parents have got some kind of shop will tell you, your parents get you to work at a really young age and I can tell you now I hated working in a café. Mostly because I was incredibly shy and very introverted and so for me the customer facing element was really scary and I used to like to, kind of, just be in the back doing the washing up which everyone found bizarre. But, it really wasn't for me but I had to do it for many years, and then I'd say, kind of like, the next time I was thinking about work was, you know, that age where you're thinking about, you know, do you want to go onto university or college or what are you thinking about in terms of your career. And, the school I went

to was very much expecting everyone to go to university, become a lawyer, a doctor, an accountant, that kind of thing.

And, I felt really let down. I'm 53 years old so I don't think there was the same kind of career support back then and I felt really let down because no one was helping me explore the things that interested me and what that might look like in a career. So, because also when you work for your parents you don't get a lot of money, I thought what's the quickest way for me to start earning money. So, I ended up going to Pitman Secretarial College, actually getting very lucky in the jobs that I had moneywise, that's what I was looking for. I earned good money from the get go but I was really bored in work and I found joy through people but eventually I think I had a job a year, pretty much until I was around 24, 25 and then I started working for Debenhams, who sadly are no more, in their head office, in HR. Again, I joined as a secretary, but because it was HR, because of the nature of the people I was working with they were very much supportive of me looking for something more. And, I started with CIPD, the HR exams which I hated. I was very much a square peg in a round hole. That wasn't for me, but I did manage to stay at Debenhams in the HR department for fifteen years simply because I was lucky in that people helped me. My bosses helped me find work that did fill me up, but when I was around 26,27 I actually got glandular fever. I worked with glandular fever until my doctor told me I had to stop, and I believe that came about through a number of things. Doing the CIPD exams, and actually not being emotionally invested in it. It wasn't right for me. My dad getting sick and very quickly dying of cancer, getting married, very quickly finding all sorts of things were wrong with that marriage and getting divorced. And, I became ill and when the doctor said, 'Take time off work' there was something in me saying there's got to be more to this-, well life in general but work as well, and I started exploring. By chance, I came across a hypnotherapy and counselling diploma which I went to a weekend workshop, loved it, signed it, had the best year of my life. And, then, kind of like, played around with what do I want to do with this and eventually, kind of, fell into working with Burr (ph 07.38).

Still working for Debenhams, fell into working for Burr, then my best friend had a fertility struggle so I started using my hypnotherapy skills to support her and was really starting to enjoy this other life of work. And, somewhere along the line I read something about emotions and it said 'anger was about fairness and setting boundaries' and that was like a boom moment for me. A real, kind of, significant thing for me because it started this little, sort of, idea germinating that this work that I've been doing, I'm seeing the emotions coming through, I'm seeing the difficulties with how people feel and, kind of, preparing for birth and the fertility journey, what have you. And, I wanted to explore that more, and also for myself. I'd always had a big trouble with anger and everyone telling me I was wrong to feel angry but really what I was seeking was fairness, and I had really fuzzy boundaries. So, that was all really interesting for me, but still carrying on working for Debenhams (mw 08.42) for Debenhams because I had hooked work with money. So, it wasn't until I had my son when I was 39 and we started looking at childcare costs that I said to my husband, 'Do you know what? I'm doing okay with this little side business. If it take out the childcare costs this is all I have to earn out of my little side business, I don't want to go back to work'. And, I never did, and what's interesting for me, Beth, is that I said I didn't want to go back to work and when you approached me I thought, 'This isn't right for me, I don't work'. And, I do work, and the thing is I think that's the ultimate work joy, because I haven't actually really thought about what I do as work, even though I do work and I do work hard. But, it was just interesting, I said I didn't want to go back to work, I wanted to run my business. So, from there in 2013 I wrote The Wise Hippo Birthing Programme which is very well known. It changed the face if hypnobirthing. I sold that business a couple of years ago and in 2018 I launched my Freedom Fertility Formula programme where I, kind of, tested if you like Feel Right Emotional Empowerment and then this year I launched the Feeling Zone and now I am on my

mission (TC 00:10:00) to spread Feel Right Emotional Empowerment across the globe. So, that's me in a nutshell.

**Beth Stallwood:** I've been, like, writing notes as you've been talking. I want to say about 12 million things about all the different experiences that you've had and the first one I'm going to pick up on is probably one of the last things you said. It's like, 'but, I don't really work' and it's like yes, and it's really interesting because when I talk about work joy a lot of people who are either freelance or run their own business who are more entrepreneurial it's like, 'I don't really work'. I'm like, yes but for me work includes anything that you do where you're using your energy or your effort or your knowledge or your skills to do something. Whether that's in employment, whether that's working for yourself, whether that's you know, life admin and all that pesky stuff that we have to do when we become grown up. You know, housework and all the other stuff, it's all work. It's a fundamental part of the human experience, work, and it's actually really important for us, that finding the stuff that brings you the joy is the really interesting part. And, it sounds like you've been on your own little work joy journey to get to where you are today. It's really fascinating to talk about this stuff and around the emotional side of things. One of the things I wrote down from what you were saying earlier on is about how do we follow the path that feels right for us? And, so often in life, and you've been through this and we've all been through it actually in some ways, is that we think that there is a set path that we have to follow or there's the, kind of, norm versus the 'what do we really want to do?' So, I'm really interested in thinking about this and I'm also really interested about this idea of the feel right stuff. I'm probably not saying it exactly right so do correct me, so this is your new thing that you have that's out there in the world this year and I'd love to hear a little bit more about it and what's involved with it? Because, this idea for me about actually how do we better understand the emotions we're having I think is really interesting, and I think, you know, as you experienced there with the stuff about anger is often told that some emotions are good and some emotions are bad. And, therefore, you know, we suppress some of those emotions and ignore them, and ignore what they're trying to tell us, so yes, and I know this stuff but you know it way better. So, tell me a little bit more about what brought you to this side of things, to be thinking about emotions, and some of the stuff that we can maybe consider in our worlds to help make us understand our emotions a bit better.

Dany Griffiths: Yes, so I mentioned that I always had this thing with anger. Growing up someone could cause me to scream and shout very very easily, mainly my brother teasing me and tormenting me. But, of course what I heard all through my childhood was, you know, anger is bad, and you see, don't you, anger management and that actually makes me angry when I see anger management, because, it's not anger management we need. It's aggressive management because people aren't taught how to use their anger in the first place, so they end up suppressing it and getting frustrated and then that comes out as aggression. And, it's aggression that's bad, and the thing is because we're taught that some are bad and some are good, who wants to be identifying with a bad emotion? You know, particularly something like anger so we do squash it down, we do push it away. Other emotions are put on us, you know, things like guilt, they're put on us by other people and when we don't want to be feeling guilty, we feel it too much and we look for ways to try and help us deal with those feelings that are not about the feeling itself. And, yet as soon as I read this idea that anger was about fairness I knew I had fuzzy boundaries. It's taken a long time by the way to get my boundaries sorted, but fuzzy boundaries and fairness and I thought well, you know, if I've got anger wrong all these years there must be something else going on with feelings. And, what I became aware of is that often when people talk about feelings and emotions they'll talk about it from the perspective of the, you know, fight flight response. There's a part of our

brain that's a survival brain that will cause us to run away or stand and fight when there's issues, but I started to think about the caveman, in my Hollywood example of the caveman that it talk about, and I thought well do you know what? He didn't have to run away for making sure he had shelter, he didn't have to fight to make sure he had a fire, so even with our primitive brain that subconsciously runs the show-, so when we have all these, kind of, learnings which I call read maps that are being activated, people tend to say triggered, I say activated, and cause us to respond in certain ways they're just our learning.

It's the way we've been taught how to respond, so with the caveman, even though he didn't have this conscious analytical brain his primitive brain still had to do a little bit of planning. So, I thought well, he would get fear to activate him to make sure he had shelter, and let's say 'her' as well, he wasn't alone in this. And, they would make sure they had fire and all those things, so there is a part of the primitive brain that is not in a conscious analytical way planning for the future, but in the next step, kind of, approach to future. And, that's where I started to realise that our feelings are meant to guide us forward to the next best step, not just an immediate reaction response like, you know, the modern day example of fear causing fight, flight, freeze would be if you were about to step out in front of a lorry for example, and it honked its horn. You'd jump back, wouldn't you? You know, you wouldn't wait and with your conscious brain be wondering 'what's that sound?' You'd just jump back and then look for the sound. So, we have that element but in the main-, we've got this very complicated world, there's all sorts of things that are creating fears and uncertainties within us, but if we go back to basics and say, well the feelings are there to guide us as well to the next best step, not just the emergency response, what are our feelings wanting us to do? And, what I realised, if we don't actually do that, if we don't say, 'What's the purpose of the feeling, how does it want to guide me?' And, then take action on the feeling, the feelings never get processed and that's why we get all of these stuck emotions and there's this big world of 'Let's look at how we remove the toxic emotions in the body.'

**Beth Stallwood: Gosh, it's amazing, really interesting. Thinking about those experiences and that idea that anger equals bad, I don't want to be seen as a bad person, therefore I'm wrong to feel anger, is a reaction that doesn't process the feeling. It's one that doesn't help us understand why is it, are there some boundaries that aren't right? Is there something I should be doing differently? Is there some planning I need to do? Do I need to get out of a relationship that's not working for me? Do I need to step out of this and do something different? Those questions don't come if we just think, 'This equals bad.'**

Dany Griffiths: Exactly.

**Beth Stallwood: Is that right?**

Dany Griffiths: Yes.

**Beth Stallwood: Where I'm thinking about this now, is I'm thinking where you're at here is, let's take it, be a bit more mindful about what our emotions are there and how do we understand what they are? How do we then get them out and talk about them and discuss them? Even our own minds, to then use them as a route for what is this telling us and what should we do about it?**

Dany Griffiths: Yes, absolutely and that's one sector of the feeling zone if you like, that we do that piece of work because unfortunately we haven't been taught this from birth and even actually if we're taught it from birth, if our mother's haven't been taught it, we pick up their unhelpful route maps. So, ways of being and

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living, when we're being carried. So, I believe actually the reason I have or had a big thing with anger is that sadly for my mum, my biological dad died when she was eight months pregnant with me. And the way she responded to that was she was really angry that he left us. I've got an older brother as well, and she was really angry that he left us. I didn't know until I was sixteen, that my dad who brought us up wasn't my biological dad. But I had this kind of, this learning from before I was born of anger and unfairness and injustice. That followed me from birth, so we're not taught this stuff. So, we have these unhelpful route maps and we have to do work around that. Of course, that's where we hear a lot of the, 'We need to remove the toxic emotions from the body part.' But no one is saying, 'Well, let's look at how the emotions are getting stuck in the first place.' It's not really-, then when they are working on it, things like emotional intelligence, emotional resilience, things like that. They're actually not processing the feelings, they're just teaching us how to control them.

So, they're adding to the problem further down the line.

**Beth Stallwood: Yes, yes. So, let's-, can we dive into it a little bit more?**

Dany Griffiths: Yes.

**Beth Stallwood: I'm getting it and I'm loving it, I'm thinking it's a really interesting place. So, can you talk us through-, obviously there's that, number one you shouldn't be feeling that emotion or the, 'Let's get it out of your body, you just need to get rid of it.' Seeing this as a toxic thing, it's not good for you, etc. If we were to take (TC 00:20:00) the feeling zone approach to it and say, 'Let's take anger or frustration or whatever label you would put on it, as an example.' Let's put it in the work context for now, so perhaps there's somebody at work that you often find triggers that emotion within you, and you're in that experience. If we were to take that, how would you work with someone to understand what that is? We can make up a scenario as much as we want to, to exaggerate and explain the point. But I'd love to know how we would go from, 'Okay, I've noticed I'm feeling this emotion.' I'm not going to say that it's a bad emotion. I'm not going to say it's a good emotion, I'm just going to say it's an emotion. What do we do next to help ourselves explore it?**

Dany Griffiths: Yes, let me take you on a journey, through the feeling zone because that will also that question completely.

**Beth Stallwood: That sounds amazing, let's do it. I'm on board.**

Dany Griffiths: Okay, so there are seven sectors of the Feeling Zone and they all interplay with each other, but we actually work through them in an order. So, if you imagine a circle, if you like and then there are six sectors going around the circle and then they all point into the middle. The middle is a dynamic empowerment piece, which is the final sector. And it is a dynamic process, so we learn step-by-step, but each piece fits into the final flow of how we live our lives, living through our emotional empowerment. So, we start with clarity and empowerment and what we do in the first instance, as I said, we do a little bit of exploring. What are the significant experiences? We start to draw out, even from right at the beginning, what things might be working against us, from a feeling perspective. We look at where we're at right now, in terms of our life, across nine categories and what's working. Two of those are colleagues and work, so we can already start, just with simple scoring-, and it goes from minus ten to ten, I'll tell you why in a moment. We score, how do we feel about our colleagues? How do we feel about work? And we look for the most significant reason for the score. Because

we start right there, the significant reason, everything else falls underneath it, right? Then we look at what we want, but we look at what we want from a feelings perspective.

This is where I think a lot of people set themselves up to fail. Because they'll look for things from an experiential, practical, materialistic perspective, right from the get-go. But if we say, 'How do we want to feel?' We can always find things now in this moment that will give us those feelings. Then all of the other stuff again, falls off of that. So, we get clarity right at the beginning around how do we actually want to be feeling. If we take the workplace, how do we want to be feeling in our relationships with our colleagues? How do we want to be feeling in our work and those that are connected to our work? Then we go into the foundational empowerment sector, it's all about empowerment. We lay down a pathway for success and we look at emotional care. Because the reason I had minus ten to plus ten is that zero represents neutral. So, zero represents that space where we come back from excitement and doing fulfilling work and all of that, to a place of calm and rest and relaxation. Then anything below that line in the minus, that's when we're living in the emergency state. The emergency comes from anything that is distressing us and causing us upset. Now, we flow, I call life an emotional roller coaster. Some people say, 'Life's getting too much for me right now.' Or, 'I'm on the emotional roller coaster right now.'

But actually life is always an emotional roller coaster in each and every single day. We can have stuff that pulls us down into the emergency state. It could be small stuff, it could be massive stuff. There's stuff that can bring us joy and fulfilment and all of those things. But we almost always must come back to neutral to recover and to rest and relax. So, that's our foundational step, then we go into conscious empowerment. So, this is where we do the conscious processing of our feelings. This is where we start saying, 'I've noticed that this feeling has come up for me right now.' We see our feelings as our friends, they're coming in to help us and guide us. I have what I call a 4A process, so if there was something going on with a colleague at work, we would say, 'Okay, what am I feeling right now?' There are two different types of feelings we look at, the feelings in the now and the recurring feelings. The recurring feelings that come up a lot, so like me, I mentioned it was anger. Because there are route maps then activating our behaviour, that's often nothing about the person in front of us. Or, the experience that we're having, so we say, 'First of all, what's the feeling?' So, we become aware of the feeling. We acknowledge the feeling, we say in our minds, 'Thank you for showing up to help me.'

Because when you say thank you to your feelings, as opposed to everyone else saying, 'Some of the feelings are good, some of the feelings are bad.' We're saying, 'Thank you friend for coming into help me.' And we're on the same side, which is so powerful in itself. If you're on the same side as your feelings, you're not battling against them. Then we do an analysis piece and I break the brain up into a simple thinking brain, which is our conscious analytical part of our brain, and our feeling brain. Which is that subconscious, the primitive, the part of our brain that cares about our survival only. We look at facts with the thinking brain and then we tune in with our feeling brain and a sixth sense level. Once we get practised, because although with a top level thing like anger, we can say it's about safety. Sorry, it's about fairness and it's about setting boundaries. Obviously, there are loads and loads of feelings that sit underneath that category and it's not a simple let gets out the dictionary and see what guidance that is. So, we use the sixth sense to get what I call sixth sense downloads. And the more we get practised at this, the thoughts come in rather than us going to our thinking brain to find the facts, it that makes sense? Then whatever the action is, we have to take it otherwise the feeling is a process. So, with a colleague, we can start exploring what's happened in the now and finding the next best step to take in the now.

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But then we've probably noticed as well that it has activated an awareness of unhelpful route maps. So, when we go into the next section of the feeling zone, the subconscious empowerment piece, we do work on route map reprogramming. Then rewiring some new route maps. We could do a bit of work in physical empowerment as well, in the next sector, and then we get to the social empowerment sector. Again, this is really, really useful for the workplace, because often with self development, personal development, we're doing work on us. Then we get out in the big wide world and of course anybody who knows us, responds to us and treats us in the same way they always have. They expect us to show up in the same way we always have. So, that can get in the way of how we want to be. Also, how they are is going to affect how we want to be. But when we've learned ourselves how to understand the feelings in this way, we tend to go in with more compassion. Because we're looking at them and we can see that they're coming from a place of unhelpful route maps. So, we tend to go into interactions with others with a different head on. Something I always say, the difference between my work and a lot of work which is around mind set type of stuff, is that when we are in a situation that causes upset, when we go down to the emergency state and research backs this up.

The part of our brain, so the primitive part of our brain looks around for the emergency, takes energy away from the part of the brain that deals with the higher tasks. Like going, 'Oh, what is that mindset I've got to tap into to be able to deal with this tricky colleague who is upsetting me?' Whereas, if we always go to, 'How am I feeling and the 4A process.' We're immediately in that space of useful resource if that makes sense? Then all of that feeds into the final sector, the dynamic empowered piece where we're looking how it all works together. Just how I've shown you and we've embodied it, so we're living it. So, we come to the feelings every single time. How am I feeling right now? 4A process, do I need to some rewiring? How do I show up in the social empowerment piece with this person who has just upset me?

**Beth Stallwood: It's so interesting, that whole journey through it. I can imagine for some really deep set route maps, that's a big thing to tackle. But then also, just for those small moments in time, it's something to go, 'Oh, I can work through this as a process in my head and understand better what's going on and how I can not step into.' The thing I'm thinking about here is that emotional downwards spiral thing, where you then feel bad and feel worse because you're taking an action that you didn't want to take, because of the things that you've done unconsciously. You're addressing all the different aspects of it. It's really interesting to talk about the social empowerment side, is understanding how other people are working, etc. Having that empathy for others because often if we can step away from how we feel about things and look at how other people might be feeling about it, we can usually get better relationships from that. From understanding-,**

Dany Griffiths: Yes, and what I would say is it doesn't mean (TC 00:30:00)-, so for example, and I'll be the first to say to people it doesn't mean I don't ever lose my S-H-I-T. You know, I do because I have my own route maps and we have such a-, it's the biggest onion to de-layer that there ever is. You can't ever get to all of those route maps because we have the core route maps and then we have route map layers on route map, on layered on route map, on layered on route map. But what it means is, if we've got both of those pieces, the conscious and the subconscious and we have got a dynamic process to deal with them. Even if we do have a moment of upset, we don't beat ourselves up, we go to, 'What do the feelings now, in this moment want to guide me towards?' So, every moment is a new beginning, we say, 'Okay, so I've lost my temper, I've reacted and responded in a way that I'm not happy with.' Or, for others it might be that they ran away and they didn't confront something and they wished that they could've stood up for themselves, it's not just about anger obviously. So, this, 'Okay, the feeling I've got right now, how does that want to guide me?' So, we never go

into the spiral, even when we have been responding in a way that we don't like. Then we recognise, 'Ah, there's another route map that I can do some work on.'

**Beth Stallwood: Yes, obviously we've taken anger as the example here, but I can imagine all those-, I'm actually feeling really upset by what has happened today. Where does that come from? 'Oh, that has triggered some stuff in me, from something that happened at school. Or, it has triggered something here.' Actually, it's not necessarily about this person who has triggered it within me, it's about understanding where that comes from. And knowing that that's not how that person intended it and that's why there are so many different things from that.**

Dany Griffiths: Also, it's interesting that you pick on upset because for a while I had a bit of a thing myself where I thought, 'What if you feel angry because somebody has done something and you can't make it fair.' Because obviously anger shows up to put right an injustice that has been done wrong to you. But there are situations where people are just mean to you and you can't do anything about that. So, I had a little thought about that and in fact the universe is very kind to me, and it often gives me experiences so I can explore the feelings. We had a particularly upsetting experience with our son in April, of this year. It was that situation, it was something very unfair had happened. I was very angry about it, but there was nowhere for my anger to go. What I realised there, with the upset, is that sadness stepped in and sadness is about giving us time to heal. Sadness stepped in to help me move through the feelings of upset. This is what I love about the feelings, if we're always looking for their wisdom and guidance, we say in flow, it isn't about saying that life is always positive. I do not subscribe to the positivity pandemic. I also don't like the gratitude bomb that gets dropped a lot on us. But we are always in flow with our feelings and we're only in the emergency state when it's appropriate to be there.

We're in the living state because we know how to move up there and enjoy life and have those fulfilling experiences, we come back to neutral in order to rest, relax, or retreat sometimes when there has been upset and things like that.

**Beth Stallwood: Yes, it's really interesting, all the things you're saying are so really aligned with work joy as well.**

Dany Griffiths: Yes.

**Beth Stallwood: I am so keen that people don't perceive what we're talking about as this idea that you can be 100% joyful and never be miserable about stuff. Because I'm like, 'We live in the real world.' You said it there, life is always an emotional roller coaster. If you take that down to work, work is always an emotional roller coaster as well. There are high stress situations, there are amazing laughs. There are brilliant times that you have amazing achievements and all the great stuff. There's also the stuff that drives you absolutely mad. I always say to people, if they've got a lot of work gloom, so the opposite of work joy going on, try not to aim to get to work joy, aim to get to neutral.**

Dany Griffiths: Yes.

**Beth Stallwood: Because neutral is way better than gloom, but sometimes-, I work for myself and I get to do all the cool stuff and I love it and it's amazing and I get to choose who I work with and all the things that that brings. That doesn't mean that I live 100% joyfully in my work. There is still stuff I**



**have to do, like you're never going to find me having any joy when I have to complete a tax return, or do something that involves lots of spreadsheets and science stuff. That's not my bag, but I still do it. But I can do it in a neutral state, I can do it at that-, I'm just there, it's fine. Versus the excitement stages, I think us aiming to be at a ten all the time, number one isn't realistic, therefore we're always going to be disappointed. Number two, it's also not healthy, because that state is quite-, I mean, being in the minus ten is exhausting. But so is being at plus ten, we need to be able to have that middle ground.**

Dany Griffiths: This is what-, when I talk to people about the scoring. So, in terms of the depth of feeling that I have, that's always in flow, as I say. We move up and down, I have a compass which shows how the different states work, the difference of when we're in the now and it's okay when we're up in the living state to bring lovely positive stuff from the past. And look forward with hope and expectation, but when we're down in the emergency state, we can get stuck in the past and we can get stuck worrying and anxious about the future. So, my compass kind of shows all of that. But when I'm actually doing the positive pathway planner piece, where I'm saying, 'Score where you're at in your life right now.' And we have those same numbers, what it's actually saying is, a ten out of ten is saying, 'Is my life what I want it to be?' So, that isn't perfection, that's just saying, 'From my work, for example, am I getting all the things in my job that I want?' Now, that scoring then evolves with us. So, we get to a level in our work and we'll go, 'that's no longer a ten out of ten, because now I've realised I'm ready to up-level.'

**Beth Stallwood: Yes.**

Dany Griffiths: So, that shifts and moves. So, although I do have ten out of ten, I totally agree with you, it's not about perfection, because life is never perfect. That's why I'm so passionate about spreading feel right emotional empowerment across the globe. Because if we're always following what feels right, for us, then we're always going in a direction that is right for us. So, if we come back to our colleagues and relationships with others and the social empowerment sector. We look at a couple of things and the first one is, 'How do we want to show up?'

**Beth Stallwood: I've been saying, I'm sorry to interrupt you but I'm going to have to say this now, for about the last two years I've been saying to people we need a new word for selfish, because selfish has so many negative connotations around it that people automatically assume it's a bad thing and I'm like no, making decisions that are best for you is not a bad thing.**

Dany Griffiths: No.

**Beth Stallwood: We need to find one, Dany, we need to find a word for it.**

Dany Griffiths: There are so many things Beth when I listen to you on your podcast, which I do a lot now when I'm out in the car, I think oh yes, Beth and I, we're best buddies, we've got to get together and talk more and hear we are. So yes selfish you know for me is that whole kind of like if we're following what feels right and actually if it's right to be 100% selfish, if all of us actually did this, these three things, then the world would be a much better place. So sometimes it's right for us to be 100% selfish and do what we want and not worry about what other people think, because it's right for us. Other times it's right for us to be 100% selfless, so when we're choosing what feels right sometimes we might say right okay, it's right for me to spend time doing this for another person and actually put what I want to be doing to a side for a moment, because that's what is right for me to do. Most of the time hopefully in useful relationships we're all doing something in-

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between to a certain extent, but actually if we are recognising that we want to be selfish sometimes, we also appreciate that when someone else is being selfish then it's right for them. Now where this all interplays is if my idea of selfish for example doesn't fit with my husband, he's then got a right to come in and go, 'Hmm I think you're being a little bit too selfish' and this is where my ABC comes in, because each of us can agree with what the other person is wanting to do, we can bargain so we can do some negotiating from a win-win perspective, or we can cut loose if we've had enough or when we can't. So coming back to work, if you have got a difficult colleague we can't necessarily cut loose because the rest of our job is fine, but there are ways we can protect ourselves emotionally which is still allowing our feelings to come through and not be suppressed and shut down. So you know if for example I said to my husband, 'My idea of a great marriage is that I get to go away every single weekend with my girlfriends' and he says, 'That's not my idea of a good marriage', he's got a choice to put up or cut loose you know. So for me this is where if we're all just more open about how we feel (TC 00:40:00), stop kind of trying to guilt people into doing stuff, stop being guilted in to doing stuff and we're all living life in a way that felt right for us, the world would most definitely be a much happier place.

**Beth Stallwood: Yes, because actually there's a difference isn't there between 100% selfless which is a conscious decision that you're doing this for somebody else and doing something because you think you should and resenting, because people feel that resentment right? If you turn up to something you don't want to be at, if you decide to do something that you know is just for the sake of the other person, but you're not actually genuinely doing it because you're making the decision and it's for the other person, that's just not a great way to live.**

Dany Griffiths: No, but also some people don't care do they? They will guilt other people into doing stuff for them and they don't care how that person's showing up, they don't care if that person resents them, but they're getting their own way. So you know we're each responsible for making sure that we all feel that we're doing things that are right for us and the other person is also responsible if someone says, 'I'm ready to cut loose', they can have a little look at how they're kind of doing things and whether that's right for them also you know? So it doesn't mean that everyone's walking around going, 'Oh yes I agree with your decision, I agree with your decision', but if we're all making sure we're following what feels right for us then we get to a place where there's more harmony.

**Beth Stallwood: Yes, amazing and honestly we could talk about this for another hour or so, but we can't keep talking about it because everyone else will drop off when they're listening. Obviously we've got loads more chats to have than this, but it's great to hear this and I have got if it's okay with you some quick-fire questions for you. Okay now bearing in mind I know that fact you said right at the beginning, 'I'm not sure I really work', you do work so I'm going to ask you the question. What's something that's always guaranteed to bring you some WORKJoy?**

Dany Griffiths: Well I think the fact that I can work without it feeling work is obviously a joy, but really for me it's I have my motto, 'Simple solutions for powerful change' and what I love is when I'm working with people and the work that I do is either kind of taking people on what I call a FREE Life Quest, so they're working purely for themselves so they go on a long journey so they can work with others and whether they're on their own journey or where they're seeing this work in the work they do with others. They cannot get over the simplicity, how quickly, you know we worked together for around a four month period and how quickly they go from really for some people a deep place of struggle. If I take this work in to this facility for example, really really dark places a lot of these people are coming to the work from and then very quickly getting to a

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place where they feel so able to enjoy their lives, deal with the emotional roller-coaster. So seeing that kind of awareness and that realisation of how simple it is to look at feelings in this way and the power of that, it fills me up every time.

**Beth Stallwood: I love it. Right question two, what book are you currently reading?**

Dany Griffiths: Now I am notoriously bad at starting a book if you look in my Kindle, there are so many books that are started not finished, like your podcast is a nightmare for me Beth because of all the books I'm like you, I'm like buy that book, buy that book. So I start them all and I don't finish them, but there is a book that I am currently reading and I generally have Audible, or I say that but I have Audible and I have the Kindle and I do both, I listen and I read because that keeps my concentration, but the one that I'm really determined to finish is called 'The Body Keeps The Score'. Now I heard about this book a long while ago and I thought it wasn't for me, because I thought it was going to be all about feelings getting stuck in the body and releasing them and someone directed me to it a few months ago and my husband's had a really difficult time, he's recently been diagnosed with complex PTSD and ADHD and this book is about using the mind, the brain and the body in the transformation of trauma and I'm loving it so much, because a lot of it is showing the research behind what I teach, so I'm reading this going, 'Oh wow, this is what I teach' but it's also reassuring me that the things I'm doing with my husband and supporting him, because he's done a lot of work with other people that let's just say haven't been effective and I said to him, 'You've got nothing to lose, come on a F.R.E.E. Life Quest' and it's been really, really life-changing for him thank goodness. So that book I'm determined to finish, I'm chugging on through and I'm still there.

**Beth Stallwood: Yes, it sounds like it's definitely one worth looking at. Question three, what's the best or most useful bit of advice that someone has given you in your life that you always find yourself coming back to?**

Dany Griffiths: Yes, you know obviously I hear you ask this question a lot on the podcast and I thought how would I answer that if Beth asked that of me, because there's so many things aren't there? So many great pieces of wisdom that you have along the way. So what I did was I put it over, I have this thing as I said called sixth sense download, so it's just that you know your subconscious sharing wisdom with you, just like when you set a problem before you go to bed and you wake up in the morning and there's the solution. So I told my subconscious to tell me something somewhere and I was washing up the other day and it popped in to my head and I thought I have to share this and I haven't thought about it for a long, long time and it was from my Nana. She always used to say, 'Do everything with a good heart and life will never feel hard' and I thought do you know what, I didn't realise it until that moment so thank you for having this question because it really was like wow I love this, it made me realise she set me on this path noticing feelings and following what feels right, because actually if you can't do something with a good heart then don't do it, it's not right for you you know? So I think that's such a lovely piece of wisdom that she shared right from when I was very young, that I think a lot of people can get something from.

**Beth Stallwood: I love that and isn't that interesting about how kind of coming back to it makes you think where all of this work and your mission in life have come from, essentially something like that from when you were very young.**

Dany Griffiths: Yes, yes.

**Beth Stallwood: I love it, a great bit of advice. Right next question, what is one super practical bit of advice to our listeners that is something that they could go and do right now, do it tomorrow, do it the next day that you think would help them with their WORKJoy?**

Dany Griffiths: Right, I want to teach something, it's really quick but it's called sixth sense decision making, because a lot of the time I know that people get really caught up in overthinking, worrying 'Is this the right thing for me to do? Is that the right thing for me to do?' and for me this has been quite life-changing, because I was a massive worrier and over-thinker and I truly believe that we always have the answers within and this is such a simple little technique because we just tune in. So we take a breath and as we breathe out we ask ourselves a question and we look for a yes-no, or if it's a choice we look for the choice between A or B okay? So let's say for example, if I was saying to myself 'Is it right for me to come and do this podcast with Beth?' So take a breath in, as I breathe out 'Is it right for me to do the podcast with Beth yes or no?' Now the first response that comes in will be that sixth sense response so is it right for you and then the analysis will kick in, so whatever kicks in first the analysis kicks in with oh yes but, but if we practice with the small stuff using the sixth sense technique, the decision making technique and we start to allow ourselves to follow what feels right, it's amazing where that leads.

**Beth Stallwood: So we ignore the overthinking bit that comes after.**

Dany Griffiths: Yes. Yes.

**Beth Stallwood: Stop overthinking there.**

Dany Griffiths: Yes, which is why we practice with the small stuff.

**Beth Stallwood: Okay.**

Dany Griffiths: Because then we start to trust it, because how often Beth do people ignore that sixth sense and then afterwards go, 'I wish I'd listened'. So what we're doing is it's a bit like going to the gym, you know we're exercising that sixth sense muscle by practising all of the small decisions, getting braver and braver and braver and then after a while, we start to really get in flow with following what feels right for us.

**Beth Stallwood: Yes. It's so interesting, I had a conversation with someone the other day, where I was sitting there going I knew, I knew and I continued on with this thing, because I thought no logically I've answered like twelve different questions that this is the right thing and then I was like, I knew it at the time I don't know why I compete with it.**

Dany Griffiths: Yes, there you go.

**Beth Stallwood: Really interesting, I'm going to practice that one and also it's really easy to do right?**

Dany Griffiths: Yes, yes.

**Beth Stallwood: What's the first answer, love it. So before we finish off Dany, where can people find out more about you, about The Feeling Zone, about your work, to get in touch, to follow you, all of that kind of stuff?**

Dany Griffiths: Yes very easy, [thefeelingzone.com](http://thefeelingzone.com) that's where you'll find me and on Instagram it's @thefeelingzoneacademy.

**Beth Stallwood: Brilliant.**

Dany Griffiths: Yes.

**Beth Stallwood: So we will also put those links into the show notes and on the Instagram so that everyone can kind of click through and get to know you a bit better. Dany thank you (TC 00:50:00) so much for your time today, it's wonderful to talk about this world of emotions and I think there's so much more that people could go and learn if they go follow you and find out more. So thank you very much for being a guest.**

Dany Griffiths: Thank you for having me.

**Beth Stallwood: I'm glad your sixth sense said yes at that moment in time.**

Dany Griffiths: Me too.

**Beth Stallwood: Thanks so much Dany, have a great day.**

Dany Griffiths: Thank you.

**Beth Stallwood: A huge thank you to Dany for joining our fun talking through everything to do with The Feeling Zone and her background and some really interesting things that I think we can all take. I was actually trying to do some sketch noting, so I might pop those up as well whilst doing this. It's a skill I'm trying to develop and some of the things that I really noted and really took there is this idea that life is always an emotional roller-coaster right, that is exactly what I talk about when it comes to WORKJoy is there's going to be highs, there's going to be lows, it's about understanding what they are, maybe doing more of the stuff that helps you do the high stuff, understanding how to manage some of the things that give you lows. So really interesting there and this idea that actually things like anger are about fuzzy boundaries and about fairness and really understanding what it is that's triggering us if we are angry or triggering us if we are not feeling great about something and exploring that at kind of that deeper level and I also think that Dany's advice there around the ABC's, do you agree, do you bargain, do you cut loose is a really good one for us to logically work through what can we do about some of these situations when it comes to that social empowerment side of things. Then two little things there on the advice, amazing stuff from her Nana the do everything with a good heart and life will never be hard, what a lovely way to look at life and maybe that's something that we can all take on board. I know I'm going to take that one with me and think about that today and then the sixth sense decision making, take a deep breath, go with your first answer. What's your gut feel? Is that right? Is that where your emotions are leading you? I know for me I do have a tendency to sometimes overthink these things and then come back to them and go but I knew that wasn't right, why did I do it anyway? Or the opposite way round, I didn't do it when I should have. So a huge thank you to Dany for sharing her story and her advice and guidance with us, it's been really, really useful. If you do want to get more involved with what's going on in the WORKJoy world, obviously we have lots of episodes of WORKJoy Jam our podcast, do go and listen to those. We have Club WORKJoy, which is an amazing community of**

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wonderful people all working on WORKJoy, we have monthly events and networking and weekly ask me anything's and lots of great things going on in the club, so do go over to [clubworkjoy.com](http://clubworkjoy.com) to find out more and come and join us, we would love to see you there. Thanks and have a great rest of your day.