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S2:E13 – Denise Nurse | Rejection is Redirection

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Beth Stallwood: [00:00:00] I'm Beth Stallwood, your host and founder of Create Work Joy. In this episode, I'm so pleased to be joined by Denise Nurse. Now I was lucky enough to hear Denise speak at an event that I was the MC for, and I just loved her backgrounds, her thoughts, what she's doing now and how closely aligned she is to everything around Work Joy.

[00:00:59] So I asked Denise to come on here and I'm so pleased that she has made the time to make it happen. She's got such an interesting and varied background, , really, , advocates for that, finding the direction and going with it. And you're not stuck wherever you are to start with. So I hope you enjoy this episode. I know I really enjoy getting stuck in with Denise hearing her story. Hearing her advice and all about the amazing things that she is working on now, which awesome, real purpose led projects that I think we can all appreciate are amazing things. So I hope you enjoy this episode. I'll pop on at the end with some summaries of my thoughts.

[00:01:48] Hello, and welcome to the Work Joy Jam. This episode, I am joined by the incredible Denise Nurse. And we're going to talk about loads of things about her amazing and varied career. And also a bit of a positioning around talking about what happens when somebody says no, or you get a bit of rejection, so a bit of a vibe for today, but before we get diving into our chat, I would love to hand it over to Denise and for Denise to tell us about her story so far and how you got to where you are today.

[00:02:19] So Denise, over to you.

[00:02:24] **Denise Nurse:** [00:02:24] Thank you so much Beth it's a real pleasure to be on the podcast and I love the spirit of it and joy something. It's one of my themes, so tightly happy to be here. And so. I'll try and keep it brief brief, but, who am I, where am I? What am I doing? I have many things right now and I've had very varied career so far, so I've coming up to being 45 this year. And so far I've managed to become a solicitor. So I'm a, I'm a commercial lawyer and an entrepreneur I've run a business, for several years, which I sold a couple of years ago. And, I've been a television presenter.

[00:03:05] Those are my three main careers. Plus I've done lots of other things, waitressing receptionist. I think I've taken the coats at a club door for quite a while. I'm also a mum,



THE PODCAST

wife, a mom to three children. And we lived down in Southwest London. And how did I get here? And, you know, I was born and raised in the East End. My parents are from the Caribbean. I had a great education and my mom and dad were big on education. I was one of those lucky people who, had an idea, quite young of what I wanted to do, which was to follow a career in law. I know not everyone has that, that about the age of 14, public speaking and reading those are the things that I liked doing and Law seemed like a good career option. Also coming from, you know, the East End is lovely and where we lived, but I always wanted more. And I was looking for a career where I would have some options, marketing some money. so off I went to become a lawyer. I worked in city and then I worked for a company Sky and, and was busy making my way along the career path and then did a U-turn and became a television presenter.

[00:04:27] **Beth Stallwood:** [00:04:27] And that is not the standard when you're in law or is it so thinking here everyone thinks that that's like a standard career, like, oh yeah. Now I'm a TV presenter.

[00:04:36] **Denise Nurse:** [00:04:36] Cause now I'm going to show my age a bit and, and I've got some obscure references, but there was a chat show host called Jerry Springer. I think he's a lawyer. And kind of back in the nineties.

[00:04:49] **Beth Stallwood:** [00:04:49] He was very famous in the nineties. I remember him.

[00:04:53] **Denise Nurse:** [00:04:53] He was a lawyer I think and then there was, , Clive Anderson who's, also used to present, whose line is it anyway? And I think he's got a program now and I love him and he's a barrister and I was, those are both programs I used to watch.

[00:05:10] Lots of TV has always been a bit of a big theme in my life, and I liked the idea that these lawyers always interested me, these lawyers, how did they also got these jobs? Never felt it was happened to me ever, but, they ran a competition, Sky talent, looking for talent amongst their staff of people doing anything but the TV and I won.

[00:05:32] So I became a weather presenter, a travel presenter, and ended up presenting Escape to the country on the BBC and at that point I decided the best way to be able to follow the path of that new career and enjoy my legal career was to set up my own law firm. And so I created a firm called Halebury with my co-founder Dr. Janvi Patel, a long time friend and fellow lawyer, and that was all about flexible working. And we can dive into that as well, but it was all about working. It was all about having varied careers and, allowing lawyers to really take control of their career and to give employers different options of how to engage really talented people.



THE PODCAST

[00:06:21] And that was a success and it grew and grew, until we sold it two years ago to a US consulting firm. And, and so that's left me here, a lady with many projects now,

[00:06:38] **Beth Stallwood:** [00:06:38] And I'm sure we've not just rested on your laurels.

[00:06:41] **Denise Nurse:** [00:06:41] No I, I intended. Yeah. And then the pandemic happens. And, that what that's meant is the traveling around the world and hanging out with my friends, the two things I'm not allowed to do.

[00:07:00] **Denise Nurse:** [00:07:00] So instead I've founded a charity, a nonprofit organization, and I've started my new career plan. So that's what I'm doing at the moment.

[00:07:06] **Beth Stallwood:** [00:07:06] Amazing. It's such an interesting and fantastic career. And what a way to kind of take an opportunity and create a whole new world for yourself, both in the TV, presenting and thinking, how do I keep my original love of law and do something with it and finally founding a whole business from it. Amazing.

[00:07:27] **Denise Nurse:** [00:07:27] It's one of the things that I love doing is imagining what good would look like. Like if I could, what, what would that be? What would I do? How would I do that? And then once you kind of thought about you think, well, why, why am I not doing that? Why not? It's the next question? What do you have to do to make that happen?

[00:07:47] That's one of my favorite things, and it's been a bit of a theme. The older you get, you start to notice the themes in your life and that's one of mine.

[00:07:56] **Beth Stallwood:** [00:07:56] I love the idea. And why don't we relate? Yeah. When you, , when you relate that to the theme of joy, and you're thinking about what could good look, I can then just go and make it happen.

[00:08:07] **Denise Nurse:** [00:08:07] What brings me joy? What brings me joy? How can I do more of that? That's what I like to do.

[00:08:15] **Beth Stallwood:** [00:08:15] Really interested this point about imagining what good would look like and then building it and that being a bit of a theme or how you lived and work. So tell me a bit more about that process that goes on in your head.

[00:08:28] **Denise Nurse:** [00:08:28] Yeah, that process. It's something I've, I've noticed. I, I do. , but it's something I think I've always done. So I, I gravitate towards things that I enjoy I'm happy to work hard and sometimes not everything is fun all of the time. That's fine, but I do gravitate to what I enjoy. And if I can't see it, wait, doesn't exist.



THE PODCAST

[00:08:55] Then I look to create it. So for example, when I got to university, and I went up north to Liverpool, beautiful city, and I love it. But coming from where I grew up, what was a very multicultural getting to live with university, it was really not multicultural at all. I was the only, what was one of four black students out of 200 on our law course.

[00:09:22] And the only one in my halls of residence. And, and, and I could give you plenty of examples, but there was also no, African Caribbean society. And I know what would give me joy is having opportunities to mix with other people who identified with in that way, just like all the other societies. And, and so we created one, I found someone else on campus. She was a politics and economics student, and, and we created one, and it was the same with Halebury. And it was the same with wanting to have a TV career and wanting to pursue a legal career. There wasn't an obvious way of doing that. So I created one and so to me, it just feels like an obvious and logical next step.

[00:10:04] It doesn't exist. Why not? Because no one's made it. Okay. Let's make it

[00:10:10] **Beth Stallwood:** It's a real, entrepreneurial mindset that isn't it, but it sounds like you've had it for a long time. It has been that it comes to your thinking. Well, if it's not that let's do something about that.

[00:10:21] **Denise Nurse:** [00:10:21] Yeah. Yes. I think it's a little bit of impatience as well maybe control freakery. I don't know. It's definitely, it's definitely, liking to create my own world. I'm a fierce, independent. So I was raised to be able to look after myself and to be independent. And my, my family really instilled in me to get an education.

[00:10:54] So you can have choices, you can have opportunity. And, and my grandmother is really big influence. Both my grandmothers were one passed five years ago today, actually, and the other is still living and they're really strong influences and always kind of instilled that, that you can, you can do what you want to do, and it's tough.

[00:11:16] You just have to find a way. So, I'm very blessed to have had that as my upbringing and that's how I find my joy. If it's not there. Then create it. And that is the joy of being a human. You get to do that.

[00:11:33] **Beth Stallwood:** [00:11:33] And I it's, it's so interesting because when we talk about work joy, one thing I noticed a lot is people are waiting for other people to give them the joy they way to, as you say, like the impatience maybe drives you, but it's the opposite of that idea of, oh, well, I'm waiting for my boss to do something or make me happy, or I'm waiting for a project to land on my desk that makes me happy.



THE PODCAST

[00:11:52] Or I'm waiting for a community. Like you're saying there about, there was none there wasn't the Afro-Caribbean, social networks that have, what do you do there? People are waiting for these things to happen versus going, hang on a minute. If it's not there, why don't I create it? And creating some joy in our life is what we're all about.

[00:12:09] So loving that idea, but also one of the things you said that I just really want to pick up on is you kind of do the work. You have to do the work, and it's not necessarily easy to create it because you have to do stuff. But if you do the work, you will find the joy as well.

[00:12:21] **Denise Nurse:** [00:12:21] Exactly. And that's, that is the fun bit for me there is that. Taking responsibility for an ownership for what you want, as you say, waiting for others to do it. You know, I'm all for giving other people an opportunity to do things as well, and seeing how things unfold, but if not, why not try to create it. And the beautiful thing is, I think there's so many of us on the planet.

[00:12:49] So the chances are, if you're looking for this, whatever it is, someone else is too. So by the very act of you, starting of you getting out on the road, you will start to attract other people who are also looking for, you know, the project or the opportunity or whatever it is, that you're, that you're yearning for.

[00:13:09] And so you start to create community and you get to know other people, and that in itself brings joy. And then the work is work, but it isn't as hard as feeling impotent, feeling, unfulfilled, so I would take things, a method and, and doing some work any day over those feelings.

[00:13:31] **Beth Stallwood:** [00:13:31] I totally agree. And I think the thing around, if you find the thing that you really want and you really believe in, because you think it's missing in the world, the work does become more joyful because you have some purpose behind it.

[00:13:43] **Denise Nurse:** Yeah. Yeah. This thing about purpose. I think sometimes people get tripped up thinking I need to have this one big passion and I should know exactly what it is. And I should've known when I was 14 and that's the end of it. And if I haven't, I've missed it and that's it. And I really don't believe that. I think you find purpose in everything you're doing and seeking joy is a great way of finding that, getting in tune with what makes, what, how am I feeling right now?

[00:14:12] Am I enjoying this? And is this fun? Do I like it? Am I relaxed? Am I feeling my best self in this situation? Or when I work in this way or, and I work on those projects and really getting to know yourself, About what you like and what, where you're at your best, is, is a great first step. Yeah.



THE PODCAST

[00:14:31] **Beth Stallwood:** [00:14:31] It's different for everyone. And that's the, that is part of the joy of it, as well as there are so many opportunities to find it. And what gives you joy might be slightly different to me. And I agree. I think sometimes this purpose thing feels like that big thing you're supposed to have had since you're a teenager and you're supposed to know and live your entire life against it, but it isn't about for you.

[00:14:48] But for me, my purpose changes and I have more than one purpose going on at the same time, usually as well. And that's, but that's okay. But if you don't know what your purpose of try following the joy and see where it leads, you see what it tells you about yourself and then keep doing that. And the other thing I think about joy and especially work joy is it really changes over time.

[00:15:09] It changes depending on where you are in your life and what is important to you now versus 10 or 20 years ago and allow it to change. And sometimes I think we're kind of like, oh, in your career in law, you could have continued and continued and continued on, but what are the other opportunities?

[00:15:23] What are the other things that you want to do? And one thing I really wanted to talk to you about is when, when you talk about your career, it's amazing and I love it. And it's, it's so varied and you've obviously followed your joy and followed some of the things you're passionate about. But also one of the things about joy is sometimes we don't get exactly what we think we want and that whole, and I know I was so lucky to hear you give a talk about this.

[00:15:47] And I thought, wow, that is something that our listeners would love to hear about is this idea of when we get rejected and that awful feeling of rejection, which is horrible. It's like, oh right in the pit of your stomach, someone doesn't want me or someone doesn't want the thing that I'm doing, or you know, the No.

[00:16:03] And I just, I loved what you're talking about here. And I'd love to dive into that about. Understanding how I know can actually be a really useful thing to leading you to the life and the work that you want to do. So can we dive into that for a little bit?

[00:16:16] **Denise Nurse:** [00:16:16] Wow. Yeah, let's let's do it. You know, that the toolkit would say you refer to when I was writing that, what occurred to me as I was trying to find useful things to share about my journey, because is that when I retell it in my own head, it's all really positive.

[00:16:35] And so when I say out loud as well, it's like, oh, and then I did this and I became a presenter. Then I set up my business. Then we sold it. And it's as if there was this, you know,



THE PODCAST

this really clear path and I just set off on it and walked a straight line and got there. Because at the end of it, that's, that's the bit I remember I kind of discard all the Nos after that.

[00:16:54] When I sat down and started thinking about it, I was like, oh yeah, how did I, how did we get from a to B to C? And then I remembered all the things, all the bits that didn't work and how many nos there were along the way. And, and the fact is that I only ever needed one. Yes. Each time I just needed one.

[00:17:14] Yes. And you don't get that. Yes. Without asking and getting some of the nos. So for example, when I decided I wanted to be a lawyer, I'm go and do a law degree, I was a straight a student at the time at my school and had the opportunity to apply to Cambridge. And so, that's where I wanted to go. I also applied to Nottingham and Bristol, I think, and Liverpool and my careers officer said, oh, you should, you know, just in case you don't get the grades, you should have a backup plan.

[00:17:48] And then make me apply to all these universities that were, would have accepted much lower grades, which kind of diluted in my head, what I was doing. And I think that was kind of something I wouldn't advise necessarily. It was kind of watering down and preparing me to make another plan rather than sticking with my plan and being prepared to be rejected and learn from it. And so what happened is I went in there and did those make those applications? And I got, no, I got no from Cambridge. I got a no from Bristol. I got a no from Nottingham. And each letter came in and I was like, oh wow. I thought, I thought I'd prepared, I thought I put in a great application.

And then Liverpool said, yes. And honestly it was the best thing. I had a great time there, and the other three just dropped away after that. Same thing when I was applying for my training contract, I know so many young lawyers are going through this, I did spend time to think about where I wanted to go, but at one point I thought I was going to not become a lawyer anymore.

[00:18:55] It was, I was finding it really tough. I was about to walk away from, well, not walk away, but I was thinking I'll finish my degree and go and do something else. But in the meantime, what would good look like? My favorite question? Well, if I was going to stick with it, what I'd want to do is work for a firm where I could practice family law and intellectual property, which is quite an odd mix.

[00:19:16] So where can I do that? So I looked and there were five of the big firms that would do it. And I applied to the five just to see and got back four rejections and one yes. And that was Charles Russell, where I then went on to have my training contract again, at the end of that journey, I wanted to join their IP department.



THE PODCAST

[00:19:38] They said, no, but that led me to seek, to look outside and think, well, how else can I get there? And I ended up working for Sky and as I've already explained, that opened a whole new world for me. And this theme has continued, you know, when we start help I have millions of stories of nos, you know, clients saying no, who then went on to be our biggest clients lawyers saying no, they didn't want to join us.

[00:20:01] And then they did. And not always did they change their mind, some people don't, but what happens, I think, is you in it and you try then the no, just becomes, more information. Oh, they said no. Right? Why, what, what, what didn't work there? How would I try this again? And you try a different approach, but you don't get that information if you never ask.

[00:20:28] And one of the things I noticed when I have conversations with people that sometimes they're so afraid of the no and the rejection, they don't make the ask. They don't step out and see. And so they're afraid of something that hasn't even happened yet. And all that happens is someone says, no, that's it, that's it.

[00:20:48] They say no. And I like to think, well, you said no, because there's something better for me. That's fine. You said no, because there's something better for me. And I heard this great thing the other day so the American MTV presenter, and she Robin Roberts. And she said that when you also something, the answer is sometimes, not yet. It's yes. Not yet. Or there's something even better for you. And I love that. That's a great

[00:21:23] **Beth Stallwood:** [00:21:23] That's a great way of thinking about it. Yeah.

[00:21:25] **Denise Nurse:** [00:21:25] So if you can, you just need to kind of create in your mind, how are you going to deal with the, no, like if you take that as a personal rejection of you and everything, then you will never move forward.

[00:21:33] But if you take it as information that you can use, if you take it as just a step, because the next somewhere down the line, there will be a yes. That, you know, that's all good as well. I think there's also the, the KFC Colonel, kind of what's his name? Kendall Sanders. Is that what is, yeah, he made the KFC recipe.

[00:21:52] I think, you know, the story goes, there were like a thousand attempts at that recipe before he got his original. Yeah.

So yeah, that you just need one. Yes. Just need one. Yeah.

[00:22:11] **Beth Stallwood:** [00:22:11] And I, it's so interesting and I, I definitely hear the same things that you do here around actually, sometimes we're so scared of rejection. We



THE PODCAST

don't even try looking or saying, or being clear about what we want or trying, because the idea that it might not work, but that's real life.

[00:22:27] There are things that might not work in real life. There are things that don't go wrong, but I thought that it's kind of ringing in my ears of you just need one. Yes. You don't need everyone to say, yes.

[00:22:40] **Denise Nurse:** [00:22:40] You just need one. And then that leads to the next and that leads to the next. And it's such, it's such an important growth tool.

And I think for most people, there'll be the thing that you've created a story in your head about that. You're scared about that you won't. Because you've decided I'm scared of rejection. They might fail, or they might say no, but if you ask yourself, what things am I willing to try, or I'm not worried about it.

[00:23:05] You'll find there's an example somewhere. So we do have the skill set usually we just haven't applied it in a different area. So it will be, you know, I'm teaching my son at the moment he's eight. And we were talking about this and resiliency and trying new things. And, you know, we talk about when he first went, he loves swimming now, but the first time we were going swimming lessons, he didn't want to go.

[00:23:27] He was so worried that he's going to hate it. And it's like, well, you just have to have a try and see if you like it. He felt the same about football. He still doesn't like that. You've tried it now. So now you can make it.

[00:23:40] **Beth Stallwood:** [00:23:40] And there is some things in there about when, if you take that kind of childlike mindset of actually when you're a kid and maybe because of your parents or because of what school you try, loads of new things, and you don't have an expectation necessarily at that young age of having to be good at something, you can just try it. Yeah. And I there's something for me. I think as we get older, we get worried about not being good at stuff.

[00:24:09] And the thing is no one's ever good at anything. The first time they try it, there is really no such thing as like natural brilliance. You just really try something new. It's all a learning process.

[00:24:21] **Denise Nurse:** [00:24:21] Oh, so they, they, you don't, you don't get the joy out of it without the learning process. If we could all just magically do everything brilliantly, the first time we wouldn't be on the planet, it's not how it works.



THE PODCAST

[00:24:35] And it would be also really boring because in the learning it's some of the joy, isn't it. So you think about the learning process, suddenly getting something you mean, oh, I've been practicing this for months now and now suddenly I get it and I can do it. And I feel really amazing about it. I also think the learning process is one where we connect with other people, which is often where people get their joy from whether that's like a hobby or work or whatever it is, is that learning process is so important.

[00:25:00] And I always say, yeah, shared experience, shared joy within something, shared passions. You know, you think about it, even if like, from a parenting perspective, when your child suddenly can do something, it's like, oh, hang on a minute. That's that first step so exciting is that they didn't just suddenly get up and walk.

[00:25:16] There was a whole process involved in making that happen. It just, it just took time. And so that's something to me. And I think, I don't know if you feel this, but there's so much, if you look at social media and the impact that that has on our lives and social media becoming great, it can be fantastic, but it can also be quite damaging to what we think is on social media.

[00:25:34] We often see the outcome of all the hard work, but not the hard work that goes into something.

[00:25:37] **Denise Nurse:** [00:25:37] Absolutely. Yeah. And there's so many examples of that, that I took. So I tend not to spend too much time on yeah social media platforms for that reason, just because I like dipping in a little bit and having a look bit don't want to get such too far into this world where you think everyone else's life is perfect when it's just snapshots and you're not seeing all the work behind

[00:25:59] **Beth Stallwood:** [00:25:59] You know, the perfect makeup, the perfect set up the perfect home office.

[00:26:05] And the last year, the perfect everything it's like, nobody is perfect and nobody gets anywhere without kind of putting the hard yards in or putting the work in.

[00:26:15] **Denise Nurse:** [00:26:15] It really brings them, builds, built a good muscle in you. It builds confidence in yourself when it happened, when you, when you haven't done the work.

[00:26:26] You're not always sure. And when you don't acknowledge that you've done the work as well, I should say this, but those with imposter syndrome, you don't, you're not always sure that you really deserve whatever it is or that you don't have the confidence in your abilities. But when you've done that training, now you got up every morning and you



THE PODCAST

went for that run and you earned your, you know, your marathon and that's something within you.

[00:26:52] That's an inner strength and resilience that is worth more than the goal of running the marathon. That muscle that you build up, that inner confidence in your ability that you can go from zero to hero or zero to accomplishment of a task is, is worth the effort of doing it.

[00:27:12] **Beth Stallwood:** [00:27:12] it. Absolutely. And it's so fascinating, you know, when we talk about these processes and putting the work in and kind of doing it.

[00:27:23] That limiting ourselves with our careers or with our levels of joy or whatever we're trying to do is if we think so much about what could happen, if somebody says no, or what could happen if it all went wrong, or if I failed at it is we, we miss out on all the learning you get from rejection or from failure and that missing out, that means that we hold ourselves back.

[00:27:49] **Denise Nurse:** [00:27:49] We do, we hold ourselves back. And just as you were talking, there is taking, I'm thinking about as an employee. And so I've worked, as I said, in various roles, and for me, one of the amazing things about being an employee is there's this, there's this business that's set up for you. There's this environment that you're in, where you almost get to play and try this out.

[00:28:13] Yeah. You know, in a world that someone's already created for you, so you've got access to other people. You've got access to a business that's already there doing something in the world. So you have space to try different things, to create a group, to try a project. And that's something I always find joy in that at work like you've got your job, whatever that is and doing that well is obviously important.

[00:28:39] And then I always like to stretch myself and do the extra project. For no other reason that it will be something I would enjoy doing. And I've got an opportunity with resources and people to do that. So why not get stuck in to whatever that is? And there are so many lovely opportunities in, in, in organizations to do that, whether it's doing CSR work or, you know, just stepping outside of your comfort zone.

[00:29:10] And one of the, one of my favorite things, and I worked at Sky as a lawyer. So I am quite nosy, like to know how things work. So I have my role, which is a beginning, I think I was supposed to do property and litigation. And then I'd wander out looking to see what else was giving off, you know, research research.

[00:29:30] What do you do?



THE PODCAST

What happens over here? What happens in this section? Oh, well, if you ever need any help, I would happily get involved. Or just send me something so I can get to understand what you do, being really curious, , and, and just experimenting. Yeah, workplace is a great place to do that, to take on that. It's like being, it's like being at school. It's the extra curricular

[00:29:55] **Beth Stallwood:** [00:29:55] I was just about. I've literally written down because I was going to say in all the workplaces, I've either worked in as an employee or work with now, and it can kind of consultant world is the people who I often find have the most work joy are the people who do the extracurricular stuff, as well as their job really well.

[00:30:15] So they're the people who are, , you know, taking part actively in a staff network or who are doing some volunteering or who are simply doing what you just said. That, which is getting curious about what goes on across the business and what's happening. And they make new connections and build new networks and just better understanding of their world at work.

[00:30:36] So I definitely think, you know, you know, people are always encouraging kids, to do the extracurriculars and kind of go and do the sports or go and do the arts or go and do some music or whatever it is. It's like do the same thing at work.

[00:30:47] **Denise Nurse:** [00:30:47] Exactly. And then, so you said it's like, there's, there's this narrowing for the school education process where you start off like that, and then it gets narrower and narrower and narrower, and you end up in university and you're supposed to like pick a subject and you do your PhD and you've narrowed it.

[00:31:02] And always through that process, one, it's great for becoming an expert. And I, and I love that. And I, and I know there are some people who are really suited to being subject matter experts and being quite specific on something, and having extracurricular, whether it's within work or without is important as well.

[00:31:21] So I've always kept up my interest in dance and that's my outside work joy, and really encouraged that whatever your additional pursuit is to really get involved in that and just access those other bits of your brain, because that feeds back into your, your work joy. And I like to think of the idea that, you know, your life partner doesn't have to be your everything, you know, there'll be some things that you'll really get on with got on well together with, and there'll be other things where you've got your friends that really like, you know, you know, like romcoms and your partner doesn't and that's who you go to the cinema to watch that with, you know, and, and so expecting your job to do everything and bring you all the joy might not always work.



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[00:32:13] **Beth Stallwood:** [00:32:13] And also like sometimes we, we forget don't we, that we are not just our work. And it's so interesting that, you know, when we introduce it ourselves, we often talk about what we do for work, but not what we do outside work and. Yeah, our lives are so important and what we do in them. And I've spoken to loads of people recently. I think it's partly because of the pandemic, but also partly as we get older, we get more responsibility and we have to do that annoying thing called adulting, is that we actually sometimes just completely lose sight of our hobbies. Hobbies is a funny word, extra, whatever, whatever it is like, oh, I don't have time for hobbies.

[00:32:46] So, and you're talking there about, you know, different people for different things. There's as an example, one of the things I love to do is I love to be in like am dram plays and do singing and all that kind of stuff. I love all that. Love it. My husband would rather gouge his own eyes out with a hot poker than get anywhere near that.

[00:33:01] But that's not, that's not what we do together.

[00:33:04] **Denise Nurse:** [00:33:04] Who wants you to marry to the same person exactly the same.

[00:33:09] **Beth Stallwood:** [00:33:09] She is like, I, I don't even know if I could come and see you cause it's that I find it, that cringe-worthy this whole thing. And I'm like in that world, I turned into a total lovey and I absolutely love it.

[00:33:19] But that's the thing is that it doesn't have to be something you do together. It doesn't necessarily have to be something to do with your kids. It can be something that's just for you and the joy you get from that. And I, I did a zoom call the other week with my friends, from the am dram group. And we were having a proper old laugh around everything.

[00:33:35] The joy you get from that then filters into everything else you do that week,

[00:33:39] **Denise Nurse:** [00:33:39] I come back so much happier. Beth, when I've been T like I'm really been missing my dance classes because you know, we've got a local, our local gym and they do this dance class and the teacher, she used to be in Pan's People, show my age.

[00:33:58] **Beth Stallwood:** [00:33:58] She's like a legend of the telly.

[00:34:01] **Denise Nurse:** [00:34:01] That's like on top of the pops, dead out, dancing in leotards. And, but that also gives away her age a little bit as well. So most of the people in the class are like, senior citizens who've already retired. And then, then there's myself, a few others in all like mid forties who find an afternoon a week to go along, and we have so much



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fun. We dance the show tunes we take hip-hop south. So whatever it is, and we just rock it out for like an hour. And beautiful fun. My husband, my family, my kids would be so embarrassed if they could see.

[00:34:44] **Beth Stallwood:** [00:34:44] It's so interesting, just because someone else sub-areas by it doesn't mean you shouldn't do it because if it gives you joy, who cares?

[00:34:50] What anyone else thinks?

[00:34:51] **Denise Nurse:** [00:34:51] Yeah. The benefit I come back home, buzzing, happy mummy.

[00:34:54] **Beth Stallwood:** [00:34:54] Yeah. They get the benefit of it. They don't have to get involved.

[00:35:02] **Beth Stallwood:** [00:35:02] But that's interesting, even on its own, thinking about kind of, you know, if you're a parent and you're spending your life at work and then parenting, like giving yourself a little bit of space to do the one thing that brings you loads of joy that doesn't involve, anyone else can be really lovely as well.

[00:35:14] **Denise Nurse:** [00:35:14] It creates, it pays dividends. It really does. I think it's a false economy when we don't do I know for myself, I don't think I know for myself because I track this when I don't do that. When you let it slip, when you realize a couple of weeks gone by and you haven't done those things that are important for you, whether it's at the moment, my walk on my own or whatever.

[00:35:36] When I've prioritized everyone else first, it doesn't pay off. In many ways, I get more tired. I'm more drained, I'm less happy. Or for the sake of the one hour, it would have taken to go do that. So I didn't really gain anything by, you know, giving up that time to try and tackle other things was in the end you do a disservice to yourself and you actually ended up with less energy. And I spent more time in my head when I do that. I find, so it fascinates me the amount of time. Yeah. You know, we can spend when we're going, I'm too busy and I haven't got time to do things. And if you actually look at it a lot of the time, it's just time you spent thinking about things

[00:36:16] **Beth Stallwood:** [00:36:16] Or overthinking, Yeah. And it's so interesting that actually tight time and we always there's this all about, I'm really busy. I don't have the time, but when you make the time, you find the time for it. Right. But it's up to you to manage your own time. And we've all got the same amount of hours in a week, but what do you do with it?



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[00:36:41] And how does it help you with the stuff that you have to do? If you do the things that you want to do, that you love to do? I think it helps in everything. So whether that extracurricular is a work thing, whether it's a hobby, whether it's a, whatever it is you do just find the time of making it happen, build it in.

[00:36:59] And you're so right, because. If you come back with the joy of the spirit that you've had, that can last for a few days. And I always think that when you get some joy in your life, it's really catching. So people feel it, they get it. You're in a good mood, passes on a good note. If you don't go and do it, and it makes you feel a bit gloomy, like the work gloom is what I call it is you then pass the gloom on.

[00:37:20] So you'll be, you know, for me, if I'm, if I haven't had any outside time, if I haven't had a little bit personal space, if I haven't been able to do some of the things that I enjoy, I get like really meaty and a bit snappy with people. And then that path is on. And then that just gets into a cycle of versus, oh, we could actually be having some fun now if I spent 20 minutes going for a walk and ...

[00:37:41] **Denise Nurse:** [00:37:41] That's it. And when you realize that and you recognize that it's so important, isn't it? And you get that. Aha. Oh yes. Where has this come from? She didn't have a walk. Okay. I'm getting now. Sorry.

[00:37:57] **Beth Stallwood:** [00:37:57] You had to ask him this week. How about being able to be a drama queen and this energy needs to go out somewhere and it's not coming out the right space at the moment.

I probably will preface this with all say the fact that during the last year, some of those things have not been possible. And I feel like, you know, people are talking about zoom fatigue or lockdown fatigue or whatever it is that we're having at the moment.

[00:38:26] And some of that is because like so many people, I reckon probably 95% of people get their joy from being with some other people. And we spent a lot of the last year with very limited amounts of time.

[00:38:39] **Denise Nurse:** [00:38:39] You're absolutely right on that. And, it has been tough. I do not deny that, you know, and I, I often think about, you know, I'm finding it tough and I have, you know, I have plenty to be grateful for. Everyone's fine. We have a nice home. We have a nice garden. I've had the, I have the privilege of at the moment not having to work. So I've had the time to do, you know, to be around and do homeschooling, and it's been tough because I get my joy out of seeing people and interacting. And I had a plan and the plan went for the year.



THE PODCAST

[00:39:14] I had a plan. I was going to have a year off having kind of stopped working and I was going to travel. I was going to see people and having the fit, the thoughts that that was taken away from me by the pandemic and then by the government. And then by the rules was not a helpful thought. It was not making me happy.

[00:39:32] You know, when I, when that starts creeping into me, it might be true. It might be true that, you know, I've only got one room to live in and I can't do the things I want to do and I haven't gotten it You know, haven't got a job and things are tough. That might all be true. But thinking about it all the time, it doesn't always make you feel better.

What I've, I think that's what spurred me on during this time to create the projects that I've created.

[00:39:59] **Beth Stallwood:** [00:39:59] So tell us more about these amazing projects.

[00:40:00] **Denise Nurse:** [00:40:00] So, so one of them, the first is Black Founders Hub and, that was. In the summer last year after the murder of George Floyd and all the attention on black lives matter and the opening up of conversation, which I'm pleased to see is continuing as you know, other things are coming to the fore, Prince Harry and Meghan Markle and their conversation, but what that, what that created for me was a realization that there are things that hadn't, that many of us hadn't talked about and experiences that we weren't talking about. We were just getting on with it and accepting that, things are just the way they are.

[00:40:48] Certain institutions just are the way they are and you just get on with it, and again, while that may be true, it was like, well, does that make me feel good? How do we change that? And so Black Founders Hub is a way for me to share with others, the joy that I had in creating and growing health. I worked with my friend Janvi Patel.

[00:41:11] So it was an Asian woman, a black woman of heritage who were both British, and we built a law firm, which, you know, went from zero. Literally. We self-funded the whole thing to a multi-million turnover, you know, employing people working with lots of lawyers working with FTSE 250 companies and, eventually selling to a US consultancy.

[00:41:35] And, and it was a great journey, but it was the two of us. And if we looked around for others that looked like us who were doing this journey, we just didn't know where to find them and so my question was well, I'm sure they're out there. I know there were lots of people in the professions who are qualifying and getting the experience.

[00:41:55] Why aren't they saying up their own as well? So Black Founders Hub is a peer network for black founders of professional services, businesses to come together so that they can peer coach each other on how to grow scale and create a legacy, and that's kind of



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taking back the narrative a little bit. So the narrative I felt last year was very much, looking at the data and saying the outcomes of black people are worse than everyone else.

[00:42:24] The narrative is, we do worse in education. We come out worst in social and healthcare. We come out worst in the property. We come out worst in terms of our ability to rise to the top echelons of companies, we get paid less, you know, the list went on. And while that may all be true, is it what I want to spend my time thinking about.

[00:42:47] I would rather think about how do we change that? How do we encourage each other to take our talents and our abilities and grow those? Because by growing that and becoming economically empowered, we can help each other. We can employ more people. And the diversity everyone keeps talking about will be there.

[00:43:09] You know, there will be black owned businesses with partners and CEOs working at a certain level. The talent pool is there. You can buy the businesses and they can go work. You know, they can merge, they can, it would just create its own economy. So that is basics and when we launched, so I'm very excited.

[00:43:27] So, , I, I found it that with another friend who is a former city lawyer with her own legal practice now, or legal services business, focused on providing services to entrepreneurs in Africa, And, and, her name's Rashida Abdula and then David McQueen, who's a leadership coach and the three of us I've just been working around this that provided me with community and with a connection.

[00:43:54] So for the last eight, no, it's longer than that. Now it's coming up to a year soon, we meet weekly and we talk and then we build and create and we talk and then we create, and it's been an amazing touch point in which I would never have known was going to happen this year, but that's opened the door to a connection that I didn't think I would have had.

[00:44:15] And it's brought me a lot of joy and we've launched this year with our first cohort of 10 businesses. And each of those businesses, our mission is to help them get to seven figure turnovers and beyond. And we're looking to have another nine cohorts by the end of the year. So, yeah, looking for people to come join us.

[00:44:34] It's brilliant. It's absolutely fantastic.

[00:44:36] **Beth Stallwood:** [00:44:36] Honestly it sounds so brilliant and much needed, obviously. And what a great way to. You use the experience that you've had doing that to share it, to help other people. And it feels like kind of that pay it forward thing. It's like, you've been through this you've, you've gone through that process.



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[00:44:56] You've made a multi-million pound company and now you're like, right. So how do we share that? How do we help more people? Do that in a really great supported way. And just, I'm just reflecting slightly on this as well, because, both with your business when you create it and with this is that you haven't done those things on your own.

[00:45:15] You've kind of got yourself a little squad around you. If people, whether that's your co-founders or the people who are, working with you at, in the Black Founders Hub is getting other people and connecting with others who can help make it happen. Sounds like a big theme for you as well.

[00:45:29] **Denise Nurse:** [00:45:29] Definitely. And for a little while, I thought that was a negative thing, because when I look back at all the things I do, that there's always a co-founder or someone I gravitate to working with. So whether it was the African Caribbean society, I mentioned my friend, Michelle Watts. So I founded that with, through to Halebury. The various example. I'd always was that negative. Am I, am I not able to do anything on my own? I thought, why would I want to do things on my own? The joy is working together. I don't pretend to have the answer to everything so building a team is a really important part for me, building a team, finding people who have a shared mission vision, we don't all approach in all of those scenarios.

[00:46:15] We didn't all approach it the same way we have. We challenge each other on ideas, which I love. but we all know where we're trying to get to.

[00:46:25] **Beth Stallwood:** [00:46:25] And bringing different skills to it. Right. Because that's one of the great things about having a team is that no individual person can do everything that's needed to create a business.

[00:46:33] You need people with different skills, different backgrounds, different perspectives on things.

[00:46:39] **Denise Nurse:** [00:46:39] Yeah, absolutely. So, yeah, definitely, all of that, that is something I, I do a lot. So on the other thing I've been working on is the charity, so we've created, founded a charity and I'm working again with Jamvi.

[00:46:53] So Jambi and I, an, our third co-founder and this is Rachel Amos, who's another lawyer, and we are looking to use our experience, and our knowledge from the commercial legal world to help families of children with special educational needs and disabilities navigate the education system, and that came about because again, because of the pandemic.



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[00:47:20] Friends and family who are going through the system and their children with disproportionately affected by the closure of schools. Like it's been horrific for all the children. They've all missed out and they've all lost. But for children who had extra needs and extra services that they should have had, they were all taken away.

[00:47:41] And the legislation was actually put in place to support that the only reasonable endeavors were needed to support them because it was a pandemic. And to me, that's just backwards. Actually. They're the most vulnerable. You go out of your way to make sure you look after them the most, because there's the pandemic not well, they can have the least because there's a pandemic.

[00:48:02] So that's what led to us connecting because we had a shared, anger to be frank about that. And, and then we started thinking, well, what can we do? How can we be helpful in this space? And, and on our journey of discovery, we've learned a lot about the frustrations of getting through what is essentially a legal process to get, the help that these children are entitled to under law.

[00:48:28] So we've come together to find a way to create a platform, a technology platform that gets legal answers to parents and families. When they're going through this quicker, easier without the pain, as much as possible that they go through to get what they're entitled to. And one of the things we've learned on that journey, and I still find this shocking is that so many of these families, these have to go to tribunal to get the rights that they're entitled to.

[00:48:57] And a 97% of the cases they win. Which sounds like, well, that's good. They win, but it's no, it means there's something wrong. If you have to go through that, you have to pay the money to lawyers. You have to go through this to get what you should have had in the first place. Something is going wrong to be winning at that rate.

[00:49:16] And that's what we're tackling. So that's called Support Send Kids and is launching soon.

[00:49:22] **Beth Stallwood:** [00:49:22] Amazing. I mean, again, sounds very needed a very timely and using your amazing skills and platform to be able to help another group of people who really need some support and amazing. So, yeah. Sounds brilliant. And yeah, I look forward to seeing both of those projects and where they end up and I'm sure there'll be massively successful.



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[00:49:45] And what we will do as well is we'll put the links to these projects in the show notes and on the social, around the podcast so that everyone can kind of click straight through and see more about what you're doing. Thank you, Beth.

[00:49:57] **Denise Nurse:** [00:49:57] And I think I was going to say just to bring it, both of those back to what we're talking about.

[00:50:02] Like I said, when I talk about things, I'm conscious that sometimes it sounds like, oh, and then I just did this and then we just did that. And then it's this, oh, a charity is founded. There's a lot of work that goes in, but it's. Something special, like all of that, both those things are literally ideas with a couple of other people.

[00:50:21] And they, they were both created by and you know, literally this time it was sitting behind a computer and having a zoom call once a week for an hour. That was it. We would meet up for an hour and talk about this issue and see where we get to. And if, if we enjoy talking to each other each week and we have some good ideas that we want to explore there, we'll keep going with it and we'll keep going with it. And then it became something. Yeah,

[00:50:48] **Beth Stallwood:** [00:50:48] It's just that start. Isn't it. Start the conversation and see where it leads you to yeah. Amazing. I love that. And I think we could totally talk for another three hours, but what I'd love to do, if we can, is to just do a little bit of summary and then ask you a few quick fire questions.

[00:51:04] And I think some of the themes that I'm really hearing from you is like building resilience. Seeing every note that you get as actually some information to help you and that you only need one. Yes. You only need one. Yes. Each of these moments in time, I love that about the importance of curiosity and getting interested and finding out more, that whole conversation with extracurriculars was brilliant and remembering that that's an important part of life, whether it's through work or outside of work and how it can really help your joy.

[00:51:34] And then this theme around when you're creating something, you've really kind of linked into your, what you're passionate about, what you can give, where you can go to, but just start the conversation and see where it leads. You don't have to have the answer. It doesn't come easily. You do have to put the work in, but just see where it can get you amazing and I love all of these things.

[00:51:52] Well, I'd love to ask you now is a little bit more about you personally. So I'm going to dig into this for a few quick-fire questions. I'm ready if you're ready, do it. Yep. What is that for you? That's always guaranteed to bring you a little bit of work joy.



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[00:52:08] **Denise Nurse:** [00:52:08] Ooh always guaranteed to bring me a bit of work joy.

Other people, my colleagues always going to find some fun. I have had to great colleagues. I pick up, I pick them up like little, you know, souvenirs from everywhere.

[00:52:31] **Beth Stallwood:** [00:52:31] I always say that I collect people and then people think I'm some kind of like psychopathic murderer. No, no, no. It's just one. I've met somebody you're part of my network. You don't have. Yeah. Well we worked together 20 odd years ago and then, and then stalk them until they've come on podcast, you know, like, so yeah, I, I love that other people, other humans, and it's a really interesting one for other people to think about is who are you surrounding yourself with?

[00:52:57] Are you surrounding yourself with people who bring you joy, who get you curious, who kind of share some of that passion that you have, or are you surrounding yourself with the mood hoovers and you know, if you are get some different people.

[00:53:11] **Denise Nurse:** [00:53:11] And that is a challenge. Now I will accept, I will, I will accept that. In my career so far, like when you're in an office with people finding people. And, so whether it's the person you sit next to, and as I say, I'm kind of wandering around and finding people, I connect to people joining the other group and finding people is easier. Now, you know, my daughter is 22 and she's started her first, you know, proper post degree job during this pandemic.

[00:53:38] So she's never meets her colleagues. And that has been a bit more of a challenge to do that, to find your tribe. And so for employers out there, you know, I think it's really important to keep working on ways if we're going to keep remote working, of not just having the work zoom meeting, but finding creative ways for your teams to interact and get to know you.

[00:54:05] **Beth Stallwood:** [00:54:05] Definitely. And that is a big challenge. I think, especially when you're, it's slightly easier, if you already know your colleagues, but starting remotely and never having that people in person can be really tough. So totally get that as a difficult challenge and one that organizations, I think needs to keep thinking about in the, in the future world.

[00:54:23] Right. Next question from me is what book are you currently?

[00:54:26] **Denise Nurse:** [00:54:26] I am currently reading about five books at the same time, top of my list is The Seat Of The Soul by Gary Zukav and it's a very, maybe not for everyone, but anyway, it's a book that Oprah, so she, I press someone is like, she's my unofficial mentor.



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[00:54:50] She doesn't know it, but she's my mentor. I get lots of guidance from her. And this is a book she's talked about for years. And she always says it was a really important book for her. Yeah. I've never read it. And I felt the other day. Why have I never read that book? So I'm reading Seat Of The Soul by Gary Sukov and I'm also reading Rise by Gina Miller, , which is Gina Miller's stories, Life Lessons In Speaking Out, Standing Tall And Leading The Way. So she's an activist, and I'm about to start This Is Why I Resist by Dr. Shola...mm Isay her name wrong now. I've just bought her book.

[00:55:37] **Beth Stallwood:** [00:55:37] Amazing, you sound a bit like me. I always have a pile of books I'm working my way through. And sometimes I think, would it be more effective to read one at a time now

[00:55:44] **Denise Nurse:** [00:55:44] It would be if I could have my old days back or I could sit for a whole like Sunday afternoon, just reading, but I don't have that now. So I'm like, well, what am I in the mood for, for my little half hour of reading section,

[00:55:56] **Beth Stallwood:** [00:55:56] What book is gonna bring me joy today? It might be a different

[00:55:58] **Denise Nurse:** [00:55:58] It might be different.

[00:56:01] **Beth Stallwood:** [00:56:01] And I'd love to know now what's the, and I wonder if maybe there's one of your grandmother's bits of advice, cause you said you already are influenced by them, but wherever it comes from, what's a really great bit of advice that you've had in your life that you always find yourself coming back to.

[00:56:15] **Denise Nurse:** [00:56:15] Yes, my grandmother speaking to me loud and clear right now, the one who I said passed today five years ago and she had this song, that she listened to, that we played at her funeral and it was, it's called one day. Just take one day at a time. And that does come back and it, you know, whenever you're feeling, you know, stressed or overwhelmed or, you know, trying to look at everything and it's all feeding too much, just remembering to take one day at a time.

[00:56:47] We don't know what tomorrow will bring the focus on where you are right now. So I love that.

[00:56:54] **Beth Stallwood:** [00:56:54] Love it, so final quickfire question. Before I ask you a bit more about where to find out more about you is what is one super practical, really easy to do? Simple, quick thing that you could recommend to our listeners that they could kind of go and do today or tomorrow, to bring them a bit more joy in their working life.



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[00:57:15] **Denise Nurse:** [00:57:15] Oh, oh, okay. I would say my immediate answer. It doesn't sound very joyous.

[00:57:28] **Beth Stallwood:** [00:57:28] It's something to bring you joy. Doesn't actually have to be joy.

[00:57:33] **Denise Nurse:** [00:57:33] I've got to get better wording for it because the word that came to mind was audit. Take a look at what you're doing. Stop for a moment.

[00:57:41] Just stop for a moment and think about it. Give yourself a moment, do a little audit of what are you doing? What do you do all day? What are you doing at work? What you're working on and ask yourself that question. What brings me joy? I think I do more of that. Do more of it and then say, sometimes we're so busy and we start telling ourselves stories about, you know, this is difficult and I don't like this, or I'm not doing as well as I thought.

[00:58:09] And then you do the audit and you write it all down. You always get surprised as I'm yet to not have this happen in my own life. When I work with other people, you get you either look at it and think, oh, I'm actually doing a lot more. Then I realized, okay. And so you are nicer to yourself or you think, oh my gosh, I spend 90% of the time doing things I hate. How do I change? Yeah, no wonder. And it becomes clear as day because you took a moment and wrote it down. So yeah, the word itself doesn't sound very joyous, but I promise you, the process is revelatory.

[00:58:43] **Beth Stallwood:** [00:58:43] It certainly is. It's actually really interesting because it's the thing we do week one on the work joy away coaching program is let's track.

[00:58:50] We call it tracking, but the same thing let's track what brings us joy and what doesn't, and just see what that tells us. Look at the theme, see where it goes. So I totally love that as a bit of advice. So it's been amazing to talk to you today, today. Thank you so much. The conversation has brought me lots of joy for today, and I'm sure we'll bring lots of joy to our listeners.

[00:59:10] Where can people find out more about you and the things that you're working on and connect with you?

[00:59:17] **Denise Nurse:** [00:59:17] So the best place is www.blackfoundershub.com, go there and you can join our mailing list and it's open to everyone to join the mailing list and you find out what we're up to and the other place I'm mostly on his LinkedIn, so you can find me there and connect with me. It's just Denise Nurse. So connect with me there and that's where I tend to post, what I'm up to.



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[00:59:45] **Beth Stallwood:** [00:59:45] Brilliant we would also put those links into the podcast notes and on our social media is links that you can go straight to them.

[00:59:53] Denise, thank you so much for coming along today for talking to me. I could talk to you for hours and hours more.

[01:00:01] **Denise Nurse:** [01:00:01] Absolute pleasure. It's so much fun I know it's audio only, but hopefully you can hear my smile, like the ways we have the conversation and really a lot of fun.

[01:00:13] **Beth Stallwood:** [01:00:13] Thank you, Denise. And perhaps we'll come back and speak to you soon.

[01:00:16] Yeah, that'd be great. I'd love to thank you. I had such fun and got loads of work joy out of having my conversation with Denise. And there are so many things that I think are amazing lessons to take away about maybe being redirected versus the no and feeling rejected. How do we use that as an opportunity to feel that it's actually not the right thing for me?

[01:00:40] And I'd been redirected to something that is better for me and the right thing for me. And I think Denise's career story. Yeah. Everything that she's done so far has really shown that that is a great attitude and way to consider life. There will always say three key words that I've taken away that I think are so important for all of us.

[01:01:02] And the first one is around curiosity and how getting interested in things can make a massive difference in how we feel about work and what we do, how it can lead us down new paths and into new and interesting ways of thinking or doing or being, or working. I love that. And curiosity is a value I hold really deeply.

[01:01:23] And I think it's one that we can all develop and do more of and be more interested in different things. The second word that really stood out for me was this one around resilience. And it comes back to being able to see those redirections, being able to know that you can do things, being able to take on new challenges and look at different ways of doing things.

[01:01:46] And the third one, which I really love is the idea of the extracurriculars being sometimes where you find the joy and whether that those extracurriculars are work-based extracurriculars, like, do you get involved with a network or some volunteering, or are you showing up in different ways at work to different things, but also to things like your hobbies, the things that you enjoy outside of work and remembering the, and this is the way I would describe it.



THE PODCAST

[01:02:12] That joy catches onto different parts of your life. And the more you feel in any parts of your life, the more it will by osmosis crossover into those other areas. If you go and do something, you really enjoy the previous evening, the next morning at work, you might feel amazing and be able to give of yourself in a really positive way.

[01:02:32] So Denise, I find her whole story really inspiring, but those three things really made a difference to me and yeah, her practical advice. And it's something that I always recommend as the first step on our coaching program is to do that audit, to understand what it is that gives you some joy. So do that tracking and find out where it is because once you know where it is, you're able to spot it.

[01:02:55] You're able to duplicate it. You're able to find it in more places more often. So huge thanks to Denise for being a fantastic guest. If you'd like to find out more about Create Work Joy, do you follow us on the socials? We on the usual, Facebook, LinkedIn, Twitter, and Instagram at all as @createworjoy.

[01:03:20] If you'd like to find out more about my cincture 16 week coaching program, head over to the website, www.createworkjoy.com to find out more about the flow of that program. The ones wants the group sessions on the side of experiments, and you can also find out more on the website about club work, joy, which is a fantastic growing community of people who are all on this mission to create and cultivate more joy in their working lives and in the working lives of other people.

[01:03:52] Thank you for listening today I've been Beth Stallwood I really appreciate you having a listen in, do you go and listen to some of our other episodes. And hopefully you've been inspired to take something and to do something, to create some more joy in your working life. Thank you.