CAROLINE CAMERON

THE GREAT LIFE REDESIGN

CHANGE HOW YOU WORK,
LIVE HOW YOU DREAM
AND **MAKE** IT HAPPEN ... TODAY

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For those who have whatever it takes to open up the possibilities, redesign their lives, and be who they are.

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About the author

Executive, career and lifestyle coach, Caroline Cameron helps people create fulfilling careers, great lifestyles, success, happiness and wellbeing — whatever they define them to be.

A self-professed 'change-junkie' whose experience has been honed by four lifestyle and multiple industry and career changes, Caroline has opted into and out of the corporate rat race in an exciting career spanning front-line to executive roles. She's built her successful platform as a change agent from first-hand experience, professional coach training and extensive research.

A wearer of many hats, Caroline is a mother, daughter, sister, aunt, cousin, friend, professional coach, business consultant, facilitator, motivational speaker, author and business owner. She's lived overseas, in the country and the city, experiencing the highs and lows of each. She's studied the creative arts and business; been single, married and single again and embraced the joys and challenges of sole parenthood.

From each of her life redesign experiences, she's learnt many lessons, often the hard way. Always on the lookout for new ways to make change easy, when she learns something new she stores it away to share with her clients, often thinking, 'If only I'd known that when I was … ' Helping people from all round the world triumph over the challenges of change, she's a lighthouse and safety net who supports, challenges, stretches and empowers you to create the future you want.

Caroline currently lives in Melbourne and is pursuing her next life redesign goal: to run her business from … anywhere!

Introduction

Will you look back on life and say, 'I wish I had,'
or 'I'm glad I did'?
Zig Ziglar

Are you at a crossroads in your life where you're wondering what's next? Maybe you've worked hard, gained a wide range of skills and experience but your job's just not doing it for you. Perhaps you feel trapped by the hectic pace of juggling children with a full-on career, with too much to do and too little time. You may be burnt out by the demands of your job or facing the uncertainty of redundancy or retirement. Rest assured, your dilemma is common and this book will give you both the answers and a way forward.

Do any of these stories sound familiar?

'You know, this isn't what I *really* want to do,' confessed James, glancing away as if sharing a guilty secret. One of his bank's rising, high-potential stars, 36-year-old James was participating in a leadership development program that included detailed 360-degree feedback and behavioural profiling. According to all reports, he was a natural leader with great potential. As his executive coach, I was to help him map out a professional career path to fast-track his rise to the top.

James had been with the bank for seven years and rose quickly through the ranks. With a sharp intellect, great people skills and strong intuition, James was your classic corporate whiz kid. Unfortunately, he no longer wanted to climb the corporate ladder. To make matters worse, he and his wife Sally were becoming increasingly fed up with life in the city. 'It's manic. We're always rushing to be somewhere else, the traffic's claustrophobic and it is not the life we want for our kids,' he lamented.

'So ... what would a great life be for you?' I gently asked. As if opening the flood gates, James shared his passion for wine. He

became increasingly excited as he talked about his dream of owning a boutique winery. What's more, his knowledge about wine was incredible. The country lifestyle appealed to him and he could describe his dream as if he was already living it. The only problem was that he thought he'd made his financial industry career bed and would have to sleep in it until he retired.

Meanwhile, Sarah, a 43-year-old senior partner with a large law firm, was also becoming increasingly disillusioned with the life she was living. Specialising in tax law, she was finding the work increasingly tedious and the office politics suffocating, and her boss was a bully. She was fed up with living out of a suitcase, spending more time in airports than at home and rarely seeing her family and friends. Even her fantastic pay packet no longer seemed sufficient compensation for the compromises she felt forced to make.

Dan, a 38-year-old data analyst, had decided to play it safe. Although a passionate and gifted musician, he didn't have the confidence to follow his dream. He worked long hours in a stressful and tedious IT job. Although he had job security and the satisfaction of knowing he was supporting his family, he had significant regrets about choosing the 'safe' option. Another 15 to 20 years of this? Was this really all his life would be?

At 53 Neville was staring straight down the barrel of a major life change he really wasn't ready for — retirement. While his wife Mary was looking forward to moving to the coast to be near the grandchildren, he had absolutely no idea what he was going to do. His whole identity was tied up in his 30-year engineering career and most of his close friends were colleagues and customers. The thought of losing all that was familiar seemed scary and something he really wasn't ready to deal with.

What each of these very different people shared was being wedged into the fast lane of 21st-century living, with seemingly no way out. Stressed, exhausted and unhappy, each seemed stuck in the life they had. Even if they had a dream of how else they could be living (if only it were possible), none of them could see how to make it happen. Life sucked and that was that.

Sadly, their stories are all too familiar. Through multiple careers and many years in the corporate rat race, I have come across many people in similar predicaments, and I've been there too.

My story

At 33 I was a single mum juggling a stressful corporate career, raising a 5-year-old daughter and adjusting to a whole new reality. My husband had seemingly traded me in for someone 13 years younger than me and I'd dived into a rebound relationship with a father of three boys. Within 18 months it was obvious that the Brady Bunch thing wasn't for us. I decided we really were better off on our own. The future looked bleak with a hefty mortgage, ballet lessons, after-school care and years of private school fees to pay.

Yet I was determined to give my daughter the best upbringing possible, even if it meant stubbornly doing it all, solo. But guilt was a constant companion — if I was giving 150 per cent effort at work (as classic type A, high achievers do), I wanted far more to be with my beautiful little girl. When I was 'playing shops' or at the park with her, my mind was constantly thinking about what I needed to get done at work, long-overdue calls to my family and what to cook for dinner.

With so many balls to keep in the air, I took on all the characteristics of a duck! I was gliding effortlessly along the top of the water, yet my feet were paddling manically beneath the surface. 'Aren't you amazing,' colleagues would say, as I seemingly made it look easy. So long as I didn't stop, I'd be fine — what a martyr! Truthfully, I felt like a small fishing boat being smashed against rocks in a storm. I just didn't show it. Like all good consultants, I was applying the 'fake it till you make it' approach to my life, which left me feeling like a fraud.

One dark stormy night, inching along the clogged freeway, I pulled over and put my head on the steering wheel. As the relentless, torrential rain pounded the car, it felt like a metaphor for my life and I knew it had to change. I just wasn't sure how.

Around the same time I was seeking ways to make change easier for my clients and stumbled across a coach-training course. I signed up to pick up a few tips and tricks, never expecting I'd use it to change my own life in the process. The difference it made to the way I thought and lived was profound. What I learnt helped me do a complete 180-degree turn. I changed beliefs and behaviours I had stoically held for years, long after they ceased to be useful. Most importantly, I ditched my 'martyr' story!

When I asked myself better questions (included later in this book), new doors opened. Without changing where I lived or what I did for a living, life became immediately better. Previously stressful situations became easier and soon there were no problems that couldn't be solved. The more I learnt and applied, the better life became, yet much of it was surprisingly simple. The many light-bulb insights I gained were often a case of the bleeding obvious, once I became aware of them. 'If only I'd known that when I was …, I wouldn't have needed to struggle nearly as much as I did,' became a common thought.

After a year of intensive coach training, I realised this stuff was too powerful not to share. If I could change my crappy life to a great one just by changing some of my beliefs, thoughts and behaviours, then so could anyone. My executive, career and lifestyle-coaching company, Possibility to Reality, was born in 2005 and over the subsequent years I've been privileged to help many people create the future they want.

Now it's your turn

The Great Life Redesign will help you to create the future you want. Whether it's revamping the life you have or totally redesigning it to follow your dreams, there's something here for you. If you are:

- bored with your job but not sure what you would like to do instead
- harbouring a dream of what you'd love to do, if only you knew how

- busy juggling commitments you seemingly cannot control (for example, raising young children or caring for ageing parents)
- stressed out by your job and lifestyle but too scared to change it — going through a midlife crisis trying to recapture the freedom and thrill of years long gone
- facing retirement but not sure what's next.

…This book's for you. Maybe you're constantly struggling to achieve that illusive 'work/life balance' or have a growing sense that what you do for a job has little to do with who you really are. Do you feel like you're flat out going nowhere, losing sight of what's important, often without realising it? Perhaps you're realising that circumstances (for example, events that have happened, job opportunities, money, your family or education) have determined how your life will be, rather than you choosing it. Regardless of the challenges you're facing and the impact they are having on you, you're not alone.

You only have to look around you to see how many people are discontented with their lives (let's call them Gen D — but more about them later in the book). Many of my clients and friends have generously shared their own unique stories here so you can see how they've created their own great lives. Some names and places have been changed to respect their privacy but the stories are real and they've been where you are too.

So, now you know you're not the only one, take a deep breath, find a peaceful, comfy place where you won't be disturbed, relax and get reading.

What this book's about

The Great Life Redesign will help you create a great life: it's not only possible, it's also quite straightforward. In Parts I and II you'll discover and understand what's causing your discontent (no, it's not your 'fault'); work out what to renovate in your current life and improve the life you have, right now. This is all

about being truly happy and fulfilled, regardless of what's going on around you.

Once you've righted the wrongs in your current life, you'll be ready for bigger changes and new adventures. In Part III we explore what's needed to make a significant life change, successfully. You'll be crystal clear about what's important to you and able to create a vision of what your great life will look like. In Part IV you'll make it a reality.

Of course the 'lived happily ever after' ending is for movies and fiction and life will continue to throw you challenges. In Part V you'll convert your new reality into your new 'normal' to sustain your happiness and wellbeing into the next stage of your life.

What this book isn't

By now, if you're a realist, cynic or sceptic you might be about to put this book back on the shelf thinking, 'this is another one of those airy-fairy, full-of-fluff, self-help books'. Please don't, because it isn't. Like you, I've read my fair share of lofty 'how to be happy' books, only to put them on my bookshelf thinking, 'Well, that was great but so what? Good to know but nothing's really changed.' Many self-help books follow the 'do everything I say and you'll be happy' formula, with sweeping promises. This isn't one of those.

The Great Life Redesign will give you new ways to look at your life and practical, easy-to-use tools to change it, for the better. All of the insights, techniques and strategies have been used, fine-tuned and adapted over many years. Questions and exercises have been included to help you adapt the approach to suit you, regardless of your circumstances. These will show you how to consciously choose and take action — the vital ingredients to making change happen.

Bad stuff will still happen but so will good things — that's life. However, by reading and applying what you learn here, you'll have better ways to handle the tough times, enjoy the great

times even more and have the ability to make the most of the limitless opportunities life has to offer.

How to use *The Great Life Redesign*

Being 'busy' is an inherent characteristic of 21st-century living; in writing this book, I'm assuming you are too! You can dip into it, read and apply a new concept, put it down for a while and pick it up again later, when you have both the need and the time.

Or you can use it as a guidebook to give your life a total makeover. I have personally applied all the concepts you're about to discover here to either shift my perspective on a challenging situation or totally change my life — something I've deliberately and successfully done several times.

However you choose to use it and whatever works for you is just fine. Like learning to drive a car, new ways of being, thinking and acting can feel a little strange and scary to start with. Simply notice how you're feeling and commit to sticking with it, until it becomes second nature.

'They' say it takes 21 days to break a habit but I've never seen any proof of that. It will take however long you think it will take. Based on your motivation to change, the beliefs you adopt and actions you take, your life redesign is totally within your control. After all, only you can decide what a 'great life' is and only you can make it happen.

We're going to start with a simple question and delve deeper in each chapter to get the answers you need. Let's get going — it's time to hop into the driver's seat of your life and discover new ways to live and enjoy it.

PART I

The 21st-century dilemma — how we got to where we are

by technology. It's hard to believe the internet has only been around for 50 years, with the world wide web taking off in the late 1980s.

Today millions of 'apps' are downloaded each day and the fastest, lightest, best technology war shows no signs of abating. Glued to our computers for work, entertainment and social connection, we're also getting fatter. Less inclined to spend time outside, eating more processed, pre-packaged and takeaway food than ever, cholesterol levels and diabetes are reaching record highs.

You only have to listen to the discussions of teenagers and professionals to realise our conversations have been reduced to bytes, bullets and three-letter acronyms! Even our most important relationships are being crammed into pre-scheduled meetings and text messages.

Life on today's treadmill is fed by a daily infusion of 'bad news' media stories and society's expectations, yet the popularity and plethora of lifestyle programs and self-help books show we're all wanting something more. Conditioned to struggle, we aren't taught how to find contentment or appreciate what we have.

That we can now learn anything, connect with anyone and lead a (do-it-yourself) DIY or outsourced life, all without venturing out, should mean unlimited access to happiness, right? Wrong! With so much convenience, information, choice and opportunity, you could be forgiven for wondering what's wrong with you if you didn't score your life a 10. The short answer is nothing. You're not the only one who often feels bored, stressed, unhealthy, lonely and somewhat empty.

Rat race pitfalls—what the stats say

The sheer volume of information illustrating the somewhat depressing state of our wellbeing is staggering. Google 'stress' and you'll get over 220 million results, while 'rat race' returns over four million and rising. Which of these statistics do you relate to?

We're more time poor and discontented than ever

This is when you notice the years flying by and yet never feel like you've achieved anything really meaningful. Flat out at work, balancing family and the daily grind of life, you look back and wonder where the time went.

Longer work hours, fewer holidays

The number of full-time Australian employees unhappy at work has increased over the past three years. Over a fifth of workers clock up over 48 hours in the office weekly, with 60 per cent failing to take regular holidays because of work pressure. Although we'd all love more holidays, it seems like there's never enough time to take them, unless of course your employer 'forces' you to take annual leave over Christmas.

On call and reachable 24/7

Often without formal agreement, today it is generally assumed that if you have a company mobile or PDA, you are contactable whenever and wherever you are. In a recent survey of 416 finance and accounting professionals in Australia, over two-thirds of employers expect their staff to be available while on annual leave or out of office hours. This makes it nigh on impossible to completely switch work off. To make matters worse, only 13 per cent receive overtime payments in recognition of 'out of hours' work.

↑ absenteeism, ↓ productivity = ↑ dissatisfaction

As relentless long hours at work imprison many of us, it's hard to sustain the effort our employers expect year after year. The 2010 Australian Work and Life Index study found that productivity is lower and absenteeism higher than ever. Many employers now offer unlimited sick leave (not to be abused, of course) and ironically, more people are needing and using it.

Coaching many highly motivated and successful people in workplaces across many industries, I've never met anyone

whose level of job satisfaction or productivity increased merely because they were working 'harder'. Yet many are.

Non-work time — often more valuable than pay

The time pressures currently faced by those putting in long hours at work mean we're craving free time and are prepared to forgo the big pay packet to get it. Three-quarters of employees would prefer to work fewer hours and take home less money.

Yet many people don't take holidays because of work pressure. In spite of many companies pushing to lower their annual leave liability, it seems to be a badge of honour to accrue our leave. Driven by a 'need to be needed', many of us put work ahead of family and relaxation, as holiday plans go on an indefinite back burner.

More time, money and life spent commuting than ever

If you live in a major metropolitan city, you'll notice that every year the trip to work seems to take longer. According to research conducted by The Australia Institute, an average three hours, 37 minutes of our lives is spent commuting every week. For Sydneysiders, this increases to four hours, 33 minutes, with Melburnians spending four hours, 22 minutes travelling to and from work.

Quickly doing the math, if you spend 45 weeks per year commuting to work in the city, for 40 years, that's a whopping 6510 hours/271 days/54 weeks — over a whole year of your life in the car, bus, train or tram!

Have you ever worked out the full cost of travelling to and from work each year? Converting the time spent travelling to the average weekly wage, researchers have calculated that if employees were paid for commuting time, they would be $4015 a year better off. Add to this the average weekly commuting cost of $123 (for Sydneysiders) and your real cost of commuting is around $9550 per year!

Our health and relationships are suffering

Long hours are notably affecting our physical and mental wellbeing, with overworked employees showing higher rates of divorce and serious illness, such as cardiovascular disease and depression.

Monday morning is heart attack time

Many of us start to feel a little nauseous on Sunday evenings at the thought of going back to work in the morning. Did you know that the most common day for heart attacks is Monday? The start of the work week for many, heart attacks spike on Monday mornings. Most occur between 4 am and 10 am, more than any other six-hour period. The work/health connection is more than a coincidence and a sobering thought.

Depression and anxiety are on the rise

The news doesn't get any better when we look beyond heart disease. According to The World Health Organization, over 121 million people worldwide suffer from depression, a leading cause of disability. By 2020 anxiety will take over from heart disease as the most common treatable illness, while depression at its worst leads to an estimated 850,000 suicides per year.

Even if you don't suffer from depression yourself, chances are you know someone who does. Unfortunately, our workplaces are struggling to deal with it. In a recent business survey of 26 000 respondents, researchers found that 44 per cent of organisations are ill-equipped to manage those suffering depression or anxiety. Eighty-three per cent of survey respondents had never received any formal training or skills to support those with a mental illness, in spite of its increasing prevalence and social acceptance.

Divorce reality

It's not only you who suffers when the pressure of 21st-century living gets all too much. Based on recent trends in divorce rates, an estimated one-third of all marriages in Australia will end in divorce. Nearly half of all divorces involve children and, to make

matters worse, those who re-marry are less likely to remain married than those marrying for the first time.

Depressing huh? It's enough to make you curl up in a corner in the foetal position and never want to venture outside again, much less redesign your life! However, to fully understand how we got into this 'life in the 21st century' mess, we need to understand what's contributing to it.

Rat race features for 20-, 30-, 40- and 50-somethings

Let's take a peek at life for those in their 20s, 30s, 40s and 50s today to shed some light on why we sometimes feel like we're on a supersonic rollercoaster without brakes. Highlight the features you recognise from your own life and add any that I've missed.

Take a few moments to recall the key lessons you've learnt from your life so far. We're going to use your answers later to redesign your life.

Life in your 20s: Gen Y (born after 1982)

Throughout your 20s you are finding your place in the big wide world; working out what you want to do, where you fit and who you are. The relative safety of school may have been replaced by university or college, and you've launched into the world of work. There may have been some travel and although you probably don't realise it yet, life is relatively foot loose and fancy free.

With few financial obligations you may be a bit cash-strapped but chances are you do what you want and live in the here and now. Subject to the whims of fashion, swayed by the opinions of friends, life in your 20s is a bewildering mix of excitement, discovery and periods of poverty or riches.

Redesign gems:

lessons for/from your 20s.

Example: I learnt to be independent.

_____

_____

_____

Life in your 30s: Gen X (born 1972–1981)

Enter your 30s and it's time to climb the corporate ladder, take out a mortgage and maybe settle down. Responsibility with a capital 'R' climbs into your psyche: going out with your mates or playing sport are replaced by managing a relentless tsunami of daily emails. Your iPhone (replacing the Blackberry as the 'must have' accessory for the upwardly mobile) is always on, just in case someone needs you.

Ambition and achievement drive you towards discovering what you're capable of and before you know it your identity is tied to your job title and what you do for a living. Jobs are often taken opportunistically based on what they offer at the time and it seems many around you are getting married and starting to have children.

For women in particular, the baby question gets louder and louder until it can't be ignored. For Kasey Edwards, this is a time of searching, questioning and challenging all that life in your 30s has on offer. In her thought-provoking books *30-Something and Over It* and *30-Something and the Clock is Ticking,* she personally confronts some hard-to-stomach truths about life for women in their 30s that may be familiar.

Towards the end of your 30s, as you lose time but gain weight, you start to ask even tougher questions about life. Where the midlife crisis was once the privilege of those in their 40s and 50s, it's now becoming more common for those in their 30s.

A 2010 British survey suggested the late 30s and early 40s may be the unhappiest time of life, with this age group suffering more loneliness and depression, thanks to work and relationship pressures. More than 20 per cent said they felt lonely and many wished they had a better relationship with their family. This is not really surprising given the increased responsibilities and pressure many in their late 30s face.

Redesign gems:

lessons for/from your 30s.

Example: I learnt that doing what's expected influences my decisions more than I realised.

Life in your 40s: Gen X/Baby Boomer (born 1962–1971)

With a stronger sense of who you are, your 40s are a time when you're 'growing into life'. It's characterised by often seemingly endless financial pressure, a crippling mortgage, decisions about where to send your children to school and the relentless routine of work, eat, sleep and driving the kids to soccer or piano lessons.

By now you've accumulated a wealth of knowledge, skills and experience and have probably settled into a particular career or industry. While men strongly associate with their work, many women struggle to re-enter the workforce and re-establish their careers after having children.

On the upside, many relationships consolidate; you value your friends and seek to connect more with your community. You become more aware of your own identity and your confidence increases as you recognise what's important to you.

And then there's the bad news!

- You physically decrease in height and strength, while increasing age slows your metabolism.
- Your hair is greying, your eyesight is failing, wrinkles are settling in and you are probably either balding or heading towards menopause.
- Your mental stress increases as you juggle work with growing children and ageing parents.

Women are often challenged by empty-nest syndrome as their children leave home, while men, although family-oriented, are often flat out denying the hard-to-ignore midlife reality that's bearing down on them. The tell-tale signs of a classic midlife crisis often include increased exercise; becoming a workaholic to avoid personal crises; affairs and/or expensive 'toys'. Career consolidation, promotion and job security are vital to validate who you are and support an established lifestyle.

Paradoxically, this is a time when fear, depression, boredom and security do battle with new goals, aspirations and the excitement of new beginnings. Life is marching relentlessly on and confronted by the reality that you're getting older, you become acutely aware of a strong need to make it count for something.

Redesign gems:

lessons for/from your 40s.

Example: I realised how many skills and how much knowledge I've accumulated and discovered what else I could use them for.

Life in your 50s: Baby Boomer (born 1952–1961)

Your 50s are a time of significant adjustment, creating the perfect opportunity to redesign your life. However, these days it's not all about retirement, hitting the road as a grey nomad or ageing gracefully! The Global Financial Crisis (GFC) put the brakes on retirement for many. Together with a slow-growing acceptance of the ageing workforce, many people in their 50s will work longer than they had originally planned.

In spite of the increased risk of death and disease, reaching the 50 milestone can be good news. Stress, anger and worry gradually fade, replaced by happiness. According to Dr Arthur Stone, in a study of over 340 000 Americans (Happiness Begins at 50), people in their 50s tend to focus more on the good things in life, rather than the threats.

While stress and anger reduce in our early 20s, the amount we worry reduces in our 50s. Now we have greater perspective and the ability to enjoy life more, thanks to medical advances and greater awareness of our health and wellbeing. In our 50s we are better able to self-regulate our emotions, accept our limitations and take advantage of increased life expectancy, early retirement and quality of life.

Redesign gems:

lessons for/from your 50s.

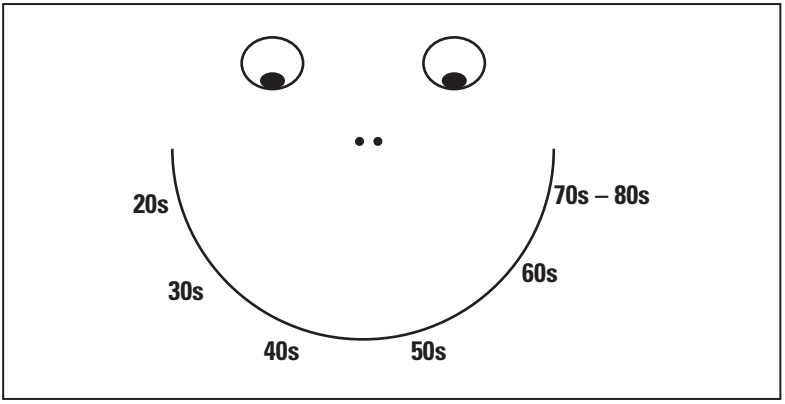
Example: My health is important—without it I won't be able to do anything I want to do now.

A common theme among my 50-something clients is the belief that 'this is going to be the best stage of my life'. With reduced

financial pressure, children off their hands and less need to 'prove' themselves, many see this as a time to finally do what they want. 'I reckon I've got one good career left in me,' said Anne. 'It's time to do something completely different', declared Simon, while Steve saw this as his time to pursue adventure travel around the world, 'while I'm still fit and able to do so'.

From the research it seems that happiness, based on life stage, forms a curve. For many it's at its lowest from our mid-30s to mid-50s, as shown in figure 1.1.

Figure 1.1: the happiness curve



Rat race feeders—truths that keep us 'stuck'

The life you're living is not just about how old you are or your circumstances. You are also unconsciously conditioned by a number of well-worn 'truths' that weigh you down. We rarely think about or question commonly used phrases around the office. Yet many are baselessly undermining our outlook on life. Following are a few of my favourite 'rat race feeders' (statements I hear often), which are guaranteed to keep you running faster, harder and longer on life's treadmill.

Your world 'truths'

Over the next week, listen out for one or more of the following 'truths' from your colleagues, friends and family. Jot them down! The words may differ slightly but their meaning will be the same. How often did you hear these?

- Everything's a priority
- I haven't got the bandwidth
- It's out of my/our control
- I'm/we're so busy
- My inbox is full with a sea of red unread emails
- I'm/we're really stretched
- I'm/we're under the pump/flat out
- I've got back-to-back meetings all day
- We have to do more with less/work harder
- It's too early/too late to...
- I'm/he's/she's really stressed
- My client/customer/manager is always shifting the goal posts/expecting more
- I'm trying to achieve a better work/life balance

Once you start noticing them, you'll identify many more 'rat race feeders'—those commonly used sayings we tell ourselves and believe without thought or question.

List any other stress-inducing 'truths' you hear:

We're pounding away on the 21st-century treadmill

The pace of change has picked up and shows no signs of slowing. Technology has brought us instant access to everything, including overload, and every age has given us challenges and

opportunities. The 21st-century rat race is alive, well and constantly perpetuated by society, the media, our circumstances and what we tell ourselves.

'Well, all that's great to know, but so what?' I hear you say. Let's discover what's within your control and the choices you can make. If you scored anything less than a 10 in the question at the start of this chapter, read on. Redesigning your life involves that wonderful enabler called 'choice'.

Don't stop now... you're just getting started!

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