

## Fixed Schedule Productivity

### By: Cal Newport and Scott Young

**Scott:** Hello everyone. I'm really excited today because I have Cali Newport on the line and he is to performing fixed schedule productivity. He's MIT, doctor of philosophy and he written several bestselling books in his subject of student success as succeeding in the university. Hey Cal, how's it going?

**Cal:** Hey Scott!

**Scott:** So maybe you can tell us a little bit more about what fixed schedule productivity is and what it is able to do and how this idea came about.

**Cal:** The idea is straight forward, since you have a fix sort of ideal works too fast. So for me it was working from 8:30 to 5:30. And then you work backwards from there to make everything else fit into the schedule. The idea you have the motivation behind is pretty straight forward, we sort of we make decisions everyday about, you know, when we're going to stop doing work because there is more work in our lives as students, even not the students then you can handle this; you can't just sit down and finish and have no work even with your life is a sort of an effort in our dreams. We all sort of in forming our own decision each day, sort of whatever it is late at night, or something about chaos and I just going to stop work for the day. Hours is more specific about it and so the idea behind it if you fixed you know more idealistically if you want to finish like by dinner or something like that. And say, what can I do to make that happen, you'll be surprised by how much you can actually get done on that time. So sometimes if you'll expressively set the goal close because you sort in for a week deciding each day if you stop working you'll be surprised by sort of how much less time you actually need to get done what you need to get done.

**Scott:** Okay great. You've done a lot of research on this idea maybe you can give an example from where you've seen this idea of fixed schedule on how did strength put down first before you figured on how you going to fit them. Maybe if you just have an example of where else you've seen this, and how it is been very successful.

**Cal:** For example, I'm interested in this Jim Collins, who is the best seller author good degree, about the last piece sort of mega selling business case study, sort of business book bible, he does great profile at that time, earlier this year when we talked about his work habits. His whole life is works around the fix schedules productivity mind set. He has to break down and what percent of his time he wants to put on sitting, and teaching, and writing, you know, what percent he wants to put on doing sort of just administrative task surrounding him and other etcetera, etcetera. He set those percentages, he actually tracks his time in the spreadsheet, he's tracking it on a white board and run all around the office, what's his current breakdown, how he used his time and seeing how far it is from his ideal. But the point about it is when he set his standards he have a very small percent of his time that he was willing to put toward on sort of time consuming stuffs that offers do that takes up most of his time and sort of commercial

related stuffs, doing the website, giving calls, doing social media, he set his fixed schedule so I'm only spend very little amount of time on that and because of that when you look at his schedule, what you see is that he devote his time, because of his schedule was made actually thinking and writing and doing the stuffs he like and the little is spent doing promotional stuffs. It's the sort of most important stage in the promotion and he says sort of why they're success welter is really enjoys his life that's a very great example by fixing your schedule in advance and I want to spend most of my time writing on, you know, fixing my Twitter profile and then working backwards to meet them you still found that he was getting you know are productive work done, you're still getting the promotions and his book will still get promoted but he was in control sort of those cool examples where you feel you know were different between me as students and as freelance worker, you know something like that. You still fix your schedule in advance and maybe to get sort of good results.

**Scott:** So what do you feel is maybe, the danger of not using a fixed productivity schedule? What do you find the lot of speed to dealing with, basically because they lack is destructive as in spent around their daily, what do you find happen?

**Cal:** Well, you know it's their problem. Work habits, they are more decisive and they're sort of strength and the will and sort of inefficient procrastination activities, so it's a sort of where else you don't work, sort of plashes in and out what happens today until you become too tired to do the marketing work. Sort of a terrible approach to work in some senses, very short and mentally draining, and pickle, so for example when I grasp to them and see that I want to finish work at 5 or 5:30 every day I mean well first thing happen is that was sort of procrastination habit and still this is not the time for that and secondly, I started inefficient, I'm going to sit here in the library with my books and sort of be social kind work on it and whenever I go window too, there's wasn't time for it and I actually had give serious thought too. Most of the efficient way that I actually face in the society is how early I'm going to start this things to make sure I don't have go past 5 on any day. You can be surprised by, you know how much wasted time you actually twist to do schedule except past this limit

**Scott:** Well I definitely know that, I think a lot of students suffer from, maybe it's more of the people, I know, but that FACEBOOK trap of this studying but what you're really doing is here on FACEBOOK and I think that you could find a lot of other things in the library including books studying but you're talking with your friends using the internet, doing whatever and I think that you're idea of fixing it in a certain time, basically outrageously you wanted to do all those things, well that's fine, but you realize that there going to come after it which shank will devoted for work. What else did you notice from the personally have you from more rehearsing from fineness how would that affect your stress level of these things and getting the work done.

**Cal:** One thing interesting I noticed recently is that I've lost my ability to web surf basically. I'm not good at it, I'm can't do it anymore. And the reason is that I have this, you know, I have this fixed schedule when I'm at work and I'm working on a library research you know. And I asked them so you know used very efficiently sort of per hours and sort of working on in this project and then switch to this project and things I have done and I have an error I missed, very efficiently used. Sort of time in there for sort of web surfing because there's around make sense to be sort of wasting time and small working hours I

have to work. I said I have plenty of time done working. I got to work in order to have this stuff done but because of that I realized I lost my ability to do web surf. I can't turn off web browser and sort of entertain myself for more than 5 to 10 minutes. Which I think is actually a great testimonial activity, doing activity effectiveness to this approach is definitely have you. This time is clearly for work and I really have to be involved in this time to get my work done and you realized how much of the stuff you do now. And actually I'm not interested in getting, actually I'm not interested in and so you know there's my testimonial. Try it as for a semester and you can find yourself you know work by the computer screen.

**Scott:** Well, that is a good testimonial. I think it is also enticing with other issues that we talked about before which is that your productivity system and this is not a new idea but you should be getting done not just the, not just the little things that pop up on your monitor screen once in a while but the really important work could have a lifetime impact and you talked about the difference between the hard work and hard to view work. And that there's certain amount of work you put in an effort into basically the, sometimes boring consider mass every single day. How do you find your fix schedule productivity allows you to do that?

**Cal:** Right, yes, this is the big idea and I'm pushing on a lot, I mean the context sort of college. So, on my website we call the idea of a lean valley great idea it never shown that being very successful in academic study instead of very successful experience in university, to be completely probable I mean over stressed or unhappy. And they are sort two separate issues and I found some outside that caused you in some professional books and it comes down to exactly that stage we talked about there's this difference between hard work, which is sort of work when your very focused on what you're doing and what you're doing is very hard and is pushing your ability, sort of break past it's limit, it's you know it's what the researchers what probably called delivered practice. I'm really focused on my intention pushing my skills, and what I am trying to do here, and I'm getting better, that's hard work. First, it's hard to do work, which is work the spans, huge number of hours and has so awfully at night, sort of physically very hard on you. Somewhat found is that, you know, success in the field of mastery is found consistently doing hard work right, you know every day you have to get in there and do some hard work and that's how you get better. But then hard work is not so hard to do, because you only have to do a few hours of that most each day for as much as you can probably handle. So it's great about fixed schedule productivity is that you only have you know, small hours in your day that actually doing your work. So what you going to fill that time now is what makes sense. Did you fill it with, you know doing hard work of small number of activities and what I found is, I've researched this article, of the topic that I wrote more from HW's blog it's just raised them will have to find examples to be delivered using fixed schedule productivity so I can call it psychological reverse and asking yours for particular we're having the same experience where the fixed schedule and the small amount of time that had each day when doing sort of hard focus work on the three things about the business like try developing a new product, or trying to save a new clients on the phone, doing the hard sales call, and what they found is actually a lot less hours their business were growing because that's what the fixed schedule was forcing them to do. Sort of the hard work every day because that's what makes sense when you only have the small amount of time and with lesser hours, they were getting more done. And the same happens in the university if you

do the hard work you like ok, I'm going to sit down. I'm really going to focus in this book and I'm going to engage in these ideas, I'm really going to sort of getting there as problem set are time to stare are really trying to understand the concepts. If you really put in that hard work on every single day, you invest something a lot of hours and that's what's going to make you sort of master students. So the fixed schedule of productivity kind of forces you. You can't afford spending hour on your FACEBOOK but you only 3 left in a day.

**Scott:** Exactly, now I think what is probably my take from this is what is more important in fixed schedule productivity isn't setting from nine to five between hours for work, but that before nine and after five our hours is not for work. Instead there is a certain track of time for work but it will also allow you took the work in all that time outside to that track and the barrier is kind of lose its meaning. So maybe you can talk about a little bit about some things of thinking are going why to apply it with a yes straight hours and then, you got something bigger task for, and then you're going to end up working all day. So how do you handle that kind of difficult to resist still a lot of strength?

**Cal:** Right, it is difficult, I've been in advice to instruct the students for in a few years in my blog if you go back a few years to my archives there's this series called college chronicles where I sort of followed some students as I was given those advised and as you can see in the series to particular student for MIT struggling sort of get a fixed schedule productivity, scheduled go or good to have work in point so in sort of it's a practice art in some sense. But I think what makes it work in connection that you do good hard work every single day and that's a different mindset what students are used to which is more like you do good hard work the day before something is due so it's the sort of the graph is means without much productive work or maybe lot of student work in a day that has a lot of hard work and the days without much work because this sort of up and down perhaps which is sort of instruct. What seems to make the fixed schedule a sort of clear cut off work for college students is its notion that you know, everyday you're doing a reasonable amount of hard work for your classes even if something is not due right away. Then that actually works, you can actually prevent things for filling up. It is what tactical suggestion if I will do that, it's a simple strategy to help edge your life, it's something I called an auto-pilot schedule which is the idea that for all the regular work in your student's life all your regular assignments in your class is generated, you set aside a time each week which you work on that work as well as the location you got to do that work. So it's just autopilot, Wednesdays from ten to noon, I'm in the second floor stacks for my medical library you know tackling my first task for problem set for my Calculus class. It's just sort of an automatic thing you do. You like go to this place and you do hard focus on this work and I know when the time is and that tactic is a great way to do sort of even do the fixed schedule wiser because you know regular work is getting done, it's getting done within your schedule, and you don't have to make decisions about it. So little time is in that, it can make easier but then you roll thing that makes it work for students in every single day you're doing hard work on your classes and it permits the pilot ever going to high.

**Scott:** Well, that's a really good point about the consistency of doing a system and I think, you actually mentioned this to me before in a different conversation we had, really it's important to have trust in your system, the way I interpreted that thing is that the newly developed kind of relationship as regards to this system, not so much is injecting you know getting things done or its been problem system or if

doing about a minor, your things in your life and then immediately unproductive its more unique to understand the rhythms of what your positive system doing so that you can trust that it's going to get the work done that you haven't get done and that you're not going to betray it eventually and decide to work after five, just one day because you really need to. In my case with that, you can get in a system where you can add more work on one day we can betray that trust in the system and it really had crumbled. We can talk a little bit about that kind of consistency and what do you feel trusting your system, what role applied to it?

**Cal:** Right, the mind rejects plans that it doesn't think is reasonable, it is not just going to all that. To be an example, the auto- pilot schedule tactic I just told you about? When I first advised students about it, I said, you will probably fail. My experience, you'll break your schedule about a half dozen times before you finally get the one that you actually followed. It will take somewhere between 4 to 8 weeks of failing and adjusting the schedule and trying it again before you actually consistently follow it. The reason is because when you first try it, it's hard to figure out, ok, it's actually the reasonable amount of time to get into each of these courses and reasonably spread out enough that I can actually follow it and when you make your first auto- pilot schedule you, for example, will not give nearly enough time for a certain type of assignments, you always sort of, not finished the time or you're being too ambitious. You'll have sort of, fine hours of walks in your room and your mind is like I cannot be able to do five hours of work every day and your mind knows that it rebels, you find yourself not able to do it, you procrastinate, you're not doing your blog you surf the web instead. But when you get the plan right, it is reasonable it's enough time to get the work done, it's in line with your energy and rhythms during the day it's not too much in a room. When your mind finally trust like I think this will work, like I think I can actually do the work in this blog and get this things benefit, all these issues with the sort of violating the schedules, procrastinating and not do what you're supposed to do sort of not the way. So it's not so much of this battle with your mind, but it doesn't want me to get things done when you battling it, it's more like, it was to get things done but in a way that it's reasonable, and it doesn't want to waste time, at something that it knows it doesn't going to work so I always approach these things with this mindset of like, it's going to take me a month or two of practicing this productivity thing and for making it and failing it and trying again and again before you know abandoned it or get it to something that can become more permanent fixed in my life. But I never expect, because it doesn't match psychology, like when I read the blog post today and tomorrow morning I'm going to have, you know, a new adventure in my life and not be able tomorrow.

**Scott:** Right exactly, I think for the listeners here, who are a part of Learning on Steroids. I think they are really going to see this as a thirty- day trial method. And you said a month or two, and I think that probably right, because I do notice in myself when I make huge qualifications some of it when you stick the first time, I'll be experiencing it thirty days and that from day 15 that I noticed it doesn't work and then I have to reformulate it and do it again so I think your advice there really advice a lot of people who are probably on their thirty day challenge right now or planning in starting one.

**Cal:** Right, like, here is a quick example, my current schedule that fall in, I'm up around 6:45 in the morning, and 8 I leave my apartment and pickle here in Boston and walk with my dog across the London fall on bridge to my office MIT. I get there around 8:30 and I usually spend the first half hour to an hour

of my day working on the my if I have writing project ongoing and then I switch over to my research in tell about noon and which point I will run my dog along the ex Florida along the Charles River around hour and then back to my apartment. Drop off, have lunch, work on my blog for 45 minutes and back to the office to work in the afternoon and at the very end of the day I kind of got off to sort of skill test and see past what you have due then sort of formal sit down on my schedule and calendar leave around 5:30. That's my schedule and I think that really worked well for me. And it took me 3 months to get that. I mean I have my new job since September 1<sup>st</sup> and it was until sometime in November that I finally landed on this particular structure to my day that actually works. Very well actually 2 or 3 months I know there every week. This isn't really working and I need to change this, one blog staff here. So this is an example you know I work my schedule works really well but this wasn't like that I woke on one day was finding the schedule you just figured it out.

**Scott:** Right, right exactly. I think this is going on a point like you're going to have some adjustment period, were you start doing something. And if it doesn't feel quite right or it doesn't feel that one, this is giving me to really doing to re formulate and I need to bring up this at one point that you shouldn't expect, you don't expect these to sliding the place immediately but just because I'm not sliding the place it doesn't mean technically assigning the place back to you.

**Cal:** Right, which is I think it's cool about the Learning on Steroids. The program the length is perfect, right I mean so it's enough time that you can actually doing the advice or giving in the structure to get the actually working it in your life but also it'll be the best time goes on you're getting sort of new input into the system, new ideas, new advise which now it's a new things to work on and lets you doing what you would working on before and like 3 months that sort of that switch on that you come out on the other end not just with new information but like actually having those changes better you stood in your life which will be much better if you just read able got it or something like that and hope that starting the next week that you can just put that all into that problem when it work. So I think that you are on something with this model of life, let's continued to work on it over period of time. Not just the information not just actually doing the practice the action of the trying to invent something in your life. Doing this model, you know working on it lays overtime is probably about 4 that was in terms of results.

**Scott:** Well thanks; I think that really what I've been trying to do with this programming is hopefully the worst thing you can do, I try to model the program closer to how actually do things in my own life and I don't need things in a huge \_\_\_\_\_ productivity I do things in a long steady kind of process with slow info new ideas and system working on this I guess but I just switch to another point because this is something that I got a lot of email in things about something that I faced personally and I notice is not on my fierce. Here's the situation as you can said, you know I like all these ideas, I watched you know, stop procrastinating, I want info something \_\_\_\_\_ I just can't find the motivation in my classes not so the underline words \_\_\_\_\_ I can't find the motivation so \_\_\_\_\_. What do you going to say is you feel that you don't have that drive \_\_\_\_\_

**Cal:** Yeah, so there's a big picture of philosophy I have about how was life even beyond, this is, sort of you know like the top of my blog for example. This is notion that if you want to \_\_\_\_\_ you are motivated to engage in a successful household employer wife. So my model is you need to be doing, less

things. You need to be doing those things very well and you need to know why you are doing them in some sense. In most cautions is do the opposite, they do as many things as possible, fix well enough, it sort of possible behavior that getting, barely getting the grade they need usually and you don't have the idea why they are doing it. Just because they blindly feel in some sense the more they do the better in colleges that found that they committed them to do, I'm just doing it. That's like really hard. That's really hard to approach to anything, and it's very hard to keep up the motivation I mean you have to have really demanding parents are like really high vigilant person for years based on, I was try to do as much stuff as possible for the real reason I did in life. The best stuff that's definitely enough. So let's do this right me, just like I'm overwhelmed and I can't find the motivation. Give me the tactics that going to help me get over this issue. You forget the tactic first, is this big picture thing, do much less of these things you much better, be excellent on your major be excellent in one in this extracurricular that you want to put your time to. And know why you're doing this in some sense. Have some sense of why you are college right? I have an answer to that question, this is why I'm trying to get out of college, this is why I'm here and I believe in that you know that answer and you can do is a small number of things you know really, really well in support that answer and its get so structural in some sense So it's going to come with this motivational problems, I say about before were getting to do less format. Let's think about like, how you structure in your life. Let's think about why you are here you know the big questions. Remember that a lot of college student the first time they have face that, it's must be scary but I thinks it's also exciting, it's exciting time to look into those issues.

**Scott:** Definitely I know, I think another thing that we talked about before it's actually a little bit of a back and forth in your blog is that his motivation issue and this is partially, partially involves bloggers and writers deep read more accessibly but a lot of this motivation is timing into except the tactics that are your passion about the subject. I know a lot of students who like, some of them are really, really interested in their subject, some of them are just you know, you know might not quite on this, I really don't like this course, what's your answer to that?

**Cal:** Yeah, you and I have an interesting back in this course on this on our blog but the way I approach passion and it's a little bit high \_\_\_\_\_ but you get its useful in a situation significantly forget them. Like for my experience, passion is more of something that you can use to describe something that they already putting a lot of time into a large master you already made inquire in their life. It doesn't describe a sort of a priority healing towards thing out there, right. So if you're a sophomore college, you probably have new passion, right. Don't look for one of my passions about me because I think passion is that people who are already interested a lot of time you feel about it right? So \_\_\_\_\_ for this magic passion is magic feeling like you find the right major, you just going to immediately feel that like, this is it, this is meant for me. Because there is no everyway passion that something you are right, find something that you have some interested I don't care if you know because you watch the t v show and its inspire you whatever. It doesn't really matter find in some interesting even if they and put your chips down on that table for that desk. I'm going to keep my schedule pretty clear, I'm going to invest my time on this until I become you know remarkable added in my time that I'm in college. And then by the time you graduated, you probably would back and say what passion is for, right? Because that is the feeling you have, and you already mastered it. Even if you are sophomore or freshman no sweat passion, it

don't exist, you're not going to find them you know. Fixed something in work on, you know, becoming remarkable at it, you know I'm worry less about, you know what's the right thing out there except where you going to find into

**Scott:** I actually totally agree with the approach that you put in the mastery of something before this someone apart or something and I think the best example just fit here if you are working on a subject and you are not doing well at it, you don't feel, it's not even going about getting good grades because I don't think yes grades are important that depending on what you are doing but it's not about getting good grades and it's not even about like someone said, "oh you're really, really good at this." I think it's more on internal thing and you are working on something, and you're getting it and your working on a subject and if there's sort of getting the answer or just figuring how it all internally that sort of getting it, been good at it. Create its own sort of a word system I notice that for myself is that there's a strong core relation between the courses that I like the most and the courses that I do the best have and if there are courses like mine \_\_\_\_\_ so it's said really a bit of exaggeration so that's only thing that matters to me happen but I wouldn't say it's exaggeration to say it's the major thing or even a thing you should be focusing on so for a lot of students who are stack in this kind of, I will for some kind of motivation type of things that their working at something and you don't have any motivation you do have but you don't realize that they have to put the effort in, your different passion which creates some kind of interest in ----- I think your right. You have that kind to pick something that interesting a bit pursuing the \_\_\_\_\_ that have a university \_\_\_\_\_. One of the reasons that I created this program and hoping to give people some tools that they can little get better at getting the subject they working at, because I think that getting it, that you will good at it is part of the reason that creates \_\_\_\_\_. And a lot of people say I'm really passionate about something; you're really working at the back side program. The more energy they invest into it the better be back and get enough of these back to them as the more motivation to do it the next time.

**Cal:** Right, you never find for example you can find a blogger from a hundred subscribers that so passionate about blogging when you come back later when they build the few thousand and then you're doing some passionate in life if its work. It's a good thing I'm good at it. So there's no one with the followers but I think there's an important additional point to that in that specifically with all the college student philosophy. And there is so worry and I'm sure you gets this a lot when you tell a student just like yeah don't we'll wait you just can't choose whatever you some superficial interest you say about a major this because I have to think about what job was that going to make my future since that this choices are somehow you know be predicting what you will be doing after college. I think the most important idea that maybe about that particular fear is what I called the ability hypothesis. It is this notion that the world rewards and it is fascinated by stars, right? So if you put your chips down on our history that becomes a star in your history department right. I am going to argue, for almost 80 type of job that you're trying to get afterwards, the fact that you are a star in that department and sort of award you got because of that opportunity you got from then publication, the recognition professor's right. That's going to get you much further, much more respect from the world then just you know, hey I have this practical major I had double major and have a pretty good grade and I do a lot of activities that. You know being a star without saw what it is in like is incredibly powerful points. So I've sort of use that to

aggravate student's fear that you know it really matters what they choose I say what matter is if you become a star, it doesn't matter if it's the art history of computer engineering from people who wanted to work for a star if you wanted to higher pornographic capability of being a star because they figure they replicate that you know on my company before they can start or what ever

**Scott:** Right, exactly. You know what I've actually talked about this. I wrote an article 3 years ago and in fact where basically the several time that I was talking to someone and their big fear and unfortunately they do working out well they were \_\_\_\_\_ get a lot of do intelligence and patience but they still work in minimum wage option. They basically said like I'm very unhappy of what I'm doing right now I don't know what I wanted to do with my life I just know that it's not this and I think that the problem and if there's another fact the problem I see in that kind of situation and even a lot of other student is it that they really looking for a top down approach to answering a little bit question, I just wanted to think there is one. I don't think there's a way you to say, Ok well this is exactly what I'm going to do and then this, this, this, this, and this or I just going to leave it to that. You know what my work recently and here hundred percent sure I wanted to be a dentist, there is clearly pretty defined path of dentistry but for the most and I'd say most really interesting lifestyle really interesting career at there isn't a great clear path for, there's a clear path, there's a lot of different strategy to going about it so my approach is more bottom up approach where you figured out if I have some interest in this kind of thing, hit one of them and basically there's this spark in this point and your vocal is to turning into a bonfire so as if you said putting your chips into it to make this little things just not really \_\_\_\_\_ into something big that you can have the ability you haven't to say you started at it and because people want to hire people who have gone by, people watching work and this is for optimum longtime having that kind of ability to this part and turning into something a lot bigger in my opinion and much more important still then being able to define that there is going to be 3 year things some kind of hypothetical top down drive.

**Cal:** Yeah right! And I call that the mythology of the timely of choice right? This idea that pervades that so much of the career literature that my father the most important steps of sort of training around something you don't like and making the life you love is the choices you make. That's why you have to choose your under the choose the right career, choose the right field that's the key to find your happiness and it just doesn't match what happened and reality there's no magic to it I just switch over to this career that you know, it's just I can identify switch over to it and like everything would be better and it doesn't work that way if you look what is it when people like imagine dream sort of career settings or minds are wondering in the situation that you really admire this job usually have some of the same feature right. Economy usually some sort of flexibility, you know like when you work or how you work which goes along with the economy. This is your skills and aren't you recognition and usually sort of pretty good compensation like that sort of all the thing that people dream about sort of have this, sort of this attributes and the question is well we think about that for a second. There's a very desirable attributes so how you going to get those well you know that going to have be a reward but for you having some sort of guilt that is suppose rare and very reliable to the world, right? Because otherwise everyone will have job like this, everyone desires it. So to me, I think that's your saying think less about, you know what I'm going to choose to do and think more about what very reliable skill do I have that I can sort of passion for the attribute of that one in my job. And when most people look on that situation

so that's why is, so the next question is ok where, what is a very reliable skill that I can start developing, right? It's a privacy of what you have to offer, privacy of skill versus privacy of just choice you know privacy of figuring out what to do. Something that you already talking about, sort of in the situation I don't know what I'm going to do with my life but it's not this. Well the secret is not finding the right thing, it's same. I don't have any very reliable skills, what's something that I might be superficially interested in that I can invest time into a very reliable skill. It's a different way of looking on things it required more hard work than just having the courage to work your job and choose the right next job but it's a kind of powering because you sort of trust that it might actually work. If I did build up whatever skill is which is really valuable I actually believe that, you know I can get to these things to my life that I still desire. Well we don't necessarily trust you know, I don't know, I just quitting my job and going to start to surf shop or whatever. You know if you fixed solution has you really trust that is really going to work, is that going to be welfare or is that really going to make money. It's a different way of handling things but it's the ideal in increasing more interested in.

**Scott:** No I think you're absolutely right this is a little \_\_\_\_\_. I have a conversation that for me to allow on with my personal fear is people who have the most interesting job, the most interesting lives. It's directly co related with a figured out what they're doing to make money and then figuring out what the under graduate in 3 years. For you those two things are part usually the more interesting that job is and I'm usually relating that to idea that this is the kind of person that didn't have a top down style of the things which choice that going to be, the kind of problem when you approach with. They got into a real develop some skills really well and that skills itself kind of in depending them maybe the educational choice they made is what they believe in have really interesting career which everybody outside of this life partly on that job. So maybe just a little side note but. Just a sort of pull back a little bit, going that \_\_\_\_\_ instead of passion and I want to get back to it maybe how do you feel that a bottom up strategy or sort of picking something and focusing on that drive. How does it fit in with the fixed schedule productivity how do it fixing our tactical level in \_\_\_\_\_

**Cal:** Well I did, if the first thing you do insisted by say most often the confidence is quit lots of things then turn your attention to discuss do less work with ----- then turn your position to do better right usually behind you that works. You just made that productivity test, the tactical test so much easier you know if it's like I have one major the reasonable course load and I have needing one extracurricular activities that I putting that sources time into or you just greatly simplified your sort of landscape on task and now it's much easier than the structure you have a reasonable, it's much easier to have an auto pilot schedule and guess you have plenty of time to handle all the work in this classes while in advance and you have plenty of time before you actually relax each night so then it's much easier to be motivated the next morning when you're going to the library to do the sort of. So I think they really connected, if you get the top down thing of simplifying your life in the bottom of handling your life in advance efficiently can just be, you know exponentially an easier process

**Scott:** I mean you're absolutely right, I wrote an article recently talking about what I feel obvious so recently in becoming more work \_\_\_\_\_ because everybody likes to talk about the tactic but you see I'm guilty of that you are fulfilled on that because these are the things that are easiest to control, it's easy to say, organize your day like this. Do your task that easily getting done, it's a lot harder to say something

like, well you know if you want to get off done the possibly be able to is to, possibly is to do less things so, example I used for the business I'm running, I get those done when I'm working on it fulltime that's the number one factor like it doesn't matter whether you know I'm using this type of system to do it because that just sort of 20%, the 80% is am I working on it as it focus and I think a lot of students get focus on that 20%. That 20% what you can provide tool I think its fixed schedule productivity sample \_\_\_\_\_ done but the real 80% is like you said it's the first thing, it's just getting rid of all stuff, focusing down on things that, the things that are really important that matter to what you putting your interest into so I agree on that part

**Cal:** Yeah, I think David Allen basically sort of after 20 years ago, everything you really need to know about that 20% which is you know you wanted to make sure that everything is captured and regularly reviewed, so you're not stressed. You don't have things that bothered on your mind. That's what productivity activity systems are for. Things are captured and you review them regularly and they \_\_\_\_\_ so you are not stupid on your time and you're not stressed but that's all it is you know, you keep doing that and that's all that you are going so far. So you're right that's the 20% and you figured that out a long time ago so you figured out how to do that in a way that works for you and then the rest of your time should be you know hard focus on small other things. It's a pretty easy formula but it's surprisingly hard to convince people to go after it

**Scott:** side like you're doing something else as long as both system just don't put any force in getting them done but I I think there is one thing that one thing that I find we have a slightly different use on this but one thing that I find, just both for my own life and noticing in another people is that it's very difficult for people who have kind of how do I say it \_\_\_\_\_ friendly approach to dealing things. Who wanted to have this, this, this, this and the other thing to really like to how do I get one exactly and I think the victim is, what I've really done in my life and you need to pick one, one thing and that's what your system \_\_\_\_\_ so well it's not one thing that very small number of things so for example for me it's the courses and \_\_\_\_\_ that system all of my parties \_\_\_\_\_ making sure both two things were handled and you have extracurricular on the think there not necessarily that people so for example if you are interested in learning something else maybe you have it in your suit but there's no guilt in, oh I need to be doing these and I think the difference is having interest and having commitment and you could have \_\_\_\_\_ interest but you really even have just those one or two committed delivered. That's what drive your time and your work because you know that's really interest are going to made up you needed time if you want to be using and if your total work are just going to fall out and that's fine.

**Cal:** Yeah I totally agree. I mean, I often advised, I think the interest and commitment started is really smart. I mean have interest, have hobby, have things that you know if you with around people are doing social stuffs, you know like guitar, have interested in craft, beer brewing and like photography you have sort of interest right, but that is commitment, when I think of a commitment I think of something that requires a regular destined heart focus and that's where you should be completely very selective and I also advice colleagues takes your time, I mean you were trying to choose like a extracurricular pursuit that you want to take a commitment but real hard focus into. Don't force it if you don't mind those then a semester just exposing yourself to stuff, expose some of the things that seems really good, that seems

interesting or seems you know worth exploring or something like that. I mean this doesn't have to be this fear why I have to choose something right now you can take your time on that just sort of to expose yourself to things that's something nice about you've been able to do that, you just reading and going to talk and meeting people and sort of attending call meeting that will require to do a thing but been able to take, that's all fine but I think you are completely right I subscribed erroneously for more than 3 major commitment in your life. If you are a student, courses is one of those \_\_\_\_\_ Chooses outside of courses that you can choose before you sort of major are focus on. You wanted to take your time to do so.

**Scott:** I think that this also kind of this commitment interest but also from done something else that we've sort of talk about before which maybe kind of depart from me in norm of this sort of writing \_\_\_\_\_. We both kind of feel that getting started is not the most important step in becoming good at anything, despite the claims of a lot of other authors that you know all you need is get started, and getting started is so important that I already started that kind of stuff. I feel that if you put, that sort of national \_\_\_\_\_ the more essence you put on getting started then by assess you also a little bit less sentences on being committed. And honestly I think it's the key committed to what's really important and being committed to one thing for a long period of time, long enough \_\_\_\_\_ is what really matters so maybe you can bring your thoughts on that.

**Cal:** Yeah, even the so that the Steve \_\_\_\_ writing that come out on summer so something that sort of I'll remind now, \_\_\_\_ manuscript. I claim like actually, but listen I won't calling things nothing but the method I claim in this book was I called the \_\_\_\_\_ but the idea is if you are interested in making something immediate committed, something you want to become really good at. What you should think about doing first the things that you should get started on is in essence writing in advice \_\_\_\_\_ on how to do what you about to do, right that's the good way of thinking about it. So if you want to write a book or you know you want sell screen play or start a business or something like that. Your goals, you like I wanted to go out there and get enough information that I feel like \_\_\_\_\_ on how to book, on how to do it. Here we've talk that before you had actually the day we recording this which is \_\_\_\_\_ done this idea. This notion to that knowledge that real people understanding of how the field works is going to give you more motivation the long term than any sort of like sense of excitement or popping yourself up or you know motivational, you know little saying or something like that. This notion that if you really understand the feel but how keep on a conquered that feels that makes the difference in some sort of long term commitment. That's really what seems to make what matters so that why I think that has to \_\_\_\_\_ don't just jump in to writing the book jump in to figuring out how people sell books like the type that you want to write you actually serious about it.

**Scott:** I think kind, part of \_\_\_\_\_ completely going around my idea is that another problem is something you face is getting into analysis problem where they spend all this time researching on that time being I don't think it's a bigger problem that many people claim it is but my basic situation is that starting somewhere not what your fully into it because start being something you actually have to make some headway but while you are doing that as you said non trivia on my research \_\_\_\_\_ on how to do it and not only does that research help make your plan people just what react to you're working on. I think it really feels me a lot more motivation, a lot more commitment because that really should do

it so. This is a small example couldn't be happened about five years ago I decided to become a vegetarian and that's fairly to change your going from actually when I initially to go strictly vegetarian to \_\_\_\_\_ or milk either. So that's a pretty big change going from eating a lot of meat product so what I did is not only that I started doing it for month but a little bit before and during the full month where I'm focusing on and I read several books on being a vegetarian and sort of not only it the benefits of it but how to do it like recipe **jack** and it's got and all of these extra research really made the suffering of the procedure I was doing and I think if I address on that I \_\_\_\_\_ I probably wouldn't have given up after a month just because you know it's not really, it's a lot of work and you know you have to differently and you know several readings on your book and a little bit flawless some of your food, it's not really I did but if you have all the sufferings of like you know what I can actually do this, slightly different blah, blah, blah then it can really lasting I know that because I'm still trying again to do this so I think that you're process of apply to research is sort of a joint strategy and get started and non trivia \_\_\_\_\_ one or 2 bother lot of serious research is a good strategy to really simply not commitment and not instead of just \_\_\_\_\_

**Cal:** I think some this research per hour idea I don't think that's a bad thing at all. For my experience in is if you are doing to this research, let's just presume that it's actually a good pursuit for you something that like you probably succeed that if you do it right and then sort of something that you get excited about the research will get you choppy that a bit at the start right I mean this going to make you more motivated. This is my experience the new world before from the other hand this was not really a good idea. The odds are long there's not a silly good fit for what you are doing then as you doing more and more research you're going to find you know your motivation waiting. That's the good thing, right? I think it's a great test as to whether or not this is something worst putting a lot of time into. Do the research if you find yourself like that I can't wait to get started the more you do the research do it. If you find yourself paralyzed great then you moved on, right? I mean this notion that like it doesn't matter what you do, just jump in you know that is the real it is. As an example just write on this book just try to give a few guidelines, ok how to do with that research like \_\_\_\_\_ find example of people who failed on what they are doing, find an example of people who succeeded. Figured out what the differences are between the two and then try to actually contact with one of the successful example and get that personal you know advice on it right. So as an example for the book, I can pretend to be Adam, the student who is interested in starting a blog about that financial stuff, write from each blog. So what I did is I found ad, financial advice blog Young Financial Blog and the readers and then I compared \_\_\_\_\_ Phenomenally Successful Rich Slowly Blog and I directly saw what the difference \_\_\_\_\_ and then I send \_\_\_\_\_ a new email pertaining to be your new student interested in writing this blog I got that respond from him and hold his advice in do this and don't do this. And this just supposed to be you know, an example that I found myself getting like excited like you know what I just started this very big financial blog you know I was feeling you know I had that feeling like hey I can commit to a lot of this and if I can follow this advice I can probably handle really big you know leadership here. You and I \_\_\_\_\_ actual reason do that but the point that sort of a research per hour \_\_\_\_\_ this thing research is getting you more motivated you know and if doesn't belong.

**Scott:** No definitely, I think you're absolutely right if you, this is the sort of neck around that doubts that you may have are long or a bad thing and I think that kind of ridiculous like you have doubts about something. Usually there are acceptable, usually there are good reasons you doubt about it and I think it's better to work with no doubts or channel them to in \_\_\_\_\_ a popular match for right now

**Cal:** Yeah it says survivor should advice; what I mean if people who are very successful while back at their path in being successful and they said well fine if you have doubts if you have not yet started their path you wouldn't have to be successful. Survivor should advice, you're not hearing no one writes books about you know here's you know my project that I started that I failed on because it was not successful if don't hear from them. So it's like a lottery would have be like hey the key to becoming a millionaire is buying a lottery ticket right. If I haven't bought the lottery ticket I wouldn't be a millionaire and it doesn't mean necessarily like the best strategy.

**Scott:** Yeah, I think you have bring up a really big point because you mention top not really research in basis of people who do well as well as those who did well and I think that in cases for doing well are really did test opportunity. One, when you talk to a people that have a lot of struggle or failed to a process who get that worst case scenario in your head because I think if you focus on level on the desk face what's going to be, what's going to happen. A lot of your fears about what can actually do this you know \_\_\_\_\_ will sort of \_\_\_\_\_ and really know what they are. \_\_\_\_\_ decide on how to basically \_\_\_\_\_ living in Argentina. I think \_\_\_\_\_ to do it. \_\_\_\_\_ I will be better if I get to do this what's the worst that could happen and once you know that \_\_\_\_\_ the other thing you insight into sort difference successful people and contrasting obvious thing ok well these blog are really successful is clear if I wanted to have a successful blog or the network exactly what's next