

# Interview with Nancy Spivey

[0:00:35]

Michael Craig:

Hello, my name is Michael Craig and I'm your host for this exciting weekly talk radio program where I get to interview the best, brightest and in my opinion, most creative people in the world mainly about the innermost workings of their minds and what they're doing.

You see, I was a chiropractor for many years I've discovered that most people, including myself have an underlying pattern of hidden decisions that we made as small children or picked up from our parents, teachers or even our ancestors, and these subconscious decisions form our reality and affect our destiny.

And quite by accident many years ago I discovered that I could access and change these hidden decisions to allow amazing results to happen in my own and other people's lives.

The guest on my show were selected not because they are familiar with my work, most aren't, some are but because they've obviously made some very strong decisions in their own lives that led them to their current success in life.

And my goal in having them on this show is to probe a little bit and discover the pattern of their life decisions, this will allow you as my listener to perhaps pick up some special nuggets that will add to your motivation and nourish your own seeds of success.

So listen to the show with an open mind, after about 10 or 15 minutes I invite you to call in with your own comments and questions, our phone number here at the show is area code (347)-843-4544. That's (347)-843-4544.

The show tonight, we have Nancy Spivey, she's an Atlanta entrepreneur and transformation consultant, someone – she said that help us with the change or it helps us with change. A transformation consultant is someone who helps people see change and adapt to the world around them.

My interview will attempt to uncover some of the decisions that led Nancy into the [0:02:17] *[Inaudible]* field and continues to drive her success and she founded Transformation Consultants Inc. in 2001 to help organizations and individuals do more than simply cope with change, she' s been doing so with thousands of clients and since then primarily in the fields of real state, staffing and IT.

She has developed techniques and training tools that immediately work for both individuals as well as for large companies and the organization and this probably obtained her BS in Business Management from the University of

North Carolina and is a professional speaker and trainer. She is a member of both the Nationals Speaker Association and the Coaches Training Institute, one of the few training organization accredited by the International Coach Federation.

I would welcome you to the show Nancy and I'll put you on the air here, just one second. We have a glitch. Hold on. There's a glitch on the show here. Hold on one second, let me see if I can get Nancy up on the phone. Nancy, can you hear me?

Nancy Spivey: I can hear you.

Michael Craig: Wonderful. My internet's been out for two days, so I've been trying to adapt to **[0:03:37] [Inaudible]** and cell phones today so if I sounded scratchy that's the reason why, so, anyway I appreciate you joining me tonight and tell me what are the some of the secrets to your success and what are the turning points and main experiences in your life that lead you to where you are right now in your opinion?

Nancy Spivey: Oh my goodness, well, thank you having me first of all, and that's a big question when you mention trying to adapt is that brought me to thinking about a current speech that my business partner and I are doing and it's called "The Seven Cs of Navigating Change."

Michael Craig: Uh-hmm. I listened to a part of that by the way, it was excellent.

Nancy Spivey: Thank you.

Michael Craig: I didn't hear the whole but I did hear the part about costing your arms, it is strange and it's, you know, about doing those simple stuff like crossing arms differently than you normally do. I felt that it was a very good exercise in a way of illustrating how change can be somewhat odd.

Nancy Spivey: Uh-huh. Yeah, and part of what we talked about in the presentation is that recalibrating and being able to adapt and I think that's a really important part of a decision for anybody as you mentioned them, the business code, so I work a lot with people and see the patterns of people who are, you know, adapt more easily or more willing to accept and deal with change in the forward things that are I know it's certainly been a success tool for me to be able to have things concrete and know where I want to go and what I want to do but also be flexible and being able to change.

**[0:05:10]**

Michael Craig: Right, right. That's – well, I've, you know, been nosing you for several years now and you seem to be very successful in what you're doing and you're a very good speaker, I've heard you on several occasions and I assume also you're a very good consultant and you have a lot to bring to the table.

How did you get together with – what was her, Nancy Gerber, was that her name?

Nancy Spivey: Uh-huh. Yeah, Nancy.

Michael Craig: And what is – okay, and how did you all get together?

Nancy Spivey: Well, Nancy and I met back in, oh my goodness, early 2000 at the National Speakers Association, the Georgia Chapter, and we were – and she was a coach and when you went back to – if we go back a while you were asking about how it started and where I had a changing point and that kind of thing.

I was telling somebody the other day that I wanted to be a psychologist or a psychiatrist or something of that nature but I never wanted to stay in school that long. And I had always been good in working with people and helping people and a lot of people had always come to me for advice and direction and for as long as I can remember but I never knew about this profession called coaching until met Nancy, and Nancy was already a professional coach, and had been for many years and she had actually come from a counseling background.

And she and I became friends and I started working with her as my coach and at some point we stopped that work and sort of started bouncing ideas around with each other and then I was at a Mastermind Group and invited Nancy along to participate in the Mastermind Group and now with that it's evolved into – Nancy and I have developed a product to help other people, it's out again in CDs and workbook to help other people to set up their own and start their own mastermind group, basically like your Advisory Board or Board of Directors, it's really another level well beyond networking or LEADS group, so anything of that nature it's really a very select few people that you let into a small circle where you all really become each other's business family or, you know, a trusted family that you work on your business or projects together.

So we did – we've done that project together and now we're leading mastermind groups together and doing all tons of fun things so that's -- you heard Nancy and I on the **[0:07:28] [Inaudible]** the other night.

Michael Craig: Right, right. Uh-huh. Yeah, it was very good, as I said, I didn't get the chance to hear the whole thing, I'm looking forward to the time I' be sitting down and finishing listening to it but I don't think of that happening but it sounded like you got a lot on the ball and like that – now tell me, you've been corporate consultant for a while, how does that work, do you normally just go in for day sessions with corporations or how do you normally integrate your work with corporate consulting?

Nancy Spivey: Well, some of the work that I love doing the most is really working with teams, so going in and working with everybody like if it's a smaller organization, we'll work with everybody from the receptionist up to the president of the

company. And what happens in that kind of environment is that with the outside facilitator being their coach to work with everybody, there's a different level of communication and we start to see through this process of working together what, you know, we are their breakdowns in certain roles where workloads are overlapping, one person's load is overlapping the other one or somebody thought they were supposed to do this and they weren't supposed to do that and then also there's, you know, it's funny because sometimes I'll have the leader call me and say, "I can't get my team motivated. They're not doing anything," and then we go in and start talking and, you know what, it's like everything just comes right out and it's so easy.

And the group together comes up with a lot of uh-huhs occurred through the process but the group together will come up with great solutions and they also come up a lot of times with their own accountability, how they want to carry their plan out and that kind of work I do can be – it can be a day-long session, it can be – sometimes I work with companies and I'll go in once a quarter for half a day and then on the other month I'll go in for two to three hours and work with the team and it's rewarding to me to see the results that come out of that and of course sometimes I have somebody that besides the person that hired me call me and say, "When are you coming? We need you." So, well, you know, that's always nice to hear.

Michael Craig: Yeah, absolutely. So you've been doing this for about how long, about eight or nine years now?

Nancy Spivey: Yes, uh-hmm. I have. I started coaching and...

Michael Craig: But you're a real estate – you're a real estate investor for – long before that, right?

Nancy Spivey: Well, I grew up around real estate investing and I, you know, always say that when I was – when I was a little girl, I thought that what everybody did was – on Sundays, let's go eat at grand mama's and go out and ride around and look at houses. I only found out later in life that that's not how the whole world lived.

**[0:10:12]**

Michael Craig: Yeah, my family did that, they never bought it either but they went out and had them...

Nancy Spivey: Can you still hear me?

Michael Craig: Yes, I can hear you. Can you hear me?

Nancy Spivey: I can, yeah. Well, my uncle had a lot of property and loved to buy and sell properties and my grandparents on both sides that had property that my uncle was the one that we would usually ride around with and he would show us what he was looking at buying or what he was – what he already had or what,

you know, just what was going on and so it was a good little family outing for us back then.

Michael Craig:

Right. Let me ask you Nancy because, you know, I know you – I've known you for about a year or so and you probably seem like a real interesting person to me and a lot of things I noticed with real interesting people that I come across is that they usually have an uh-huh moment, something that in their childhood, something that sort of opens their mind much further than anything they've ever known, you know, besides drugs.

But you know what I'm saying, it's something that allows you to see beyond yourself and like for me there was an "Uh-huh" moment when I was out in my backyard one night, and I used to be an amateur astronomer as a kid and was just fascinated by the stars and I'd be looking at the stars and then suddenly there was this opening where I was just like connected with everything in the universe, and it sort of freaked me out and that it changed my life dramatically in a lot of ways that I could really handle and I didn't know really what to do that.

But there's different experiences I've noticed with people who, especially who are in the field of teaching or coaching transformation that have these types of experiences or at least something bordering on these types of experiences.

I was just wondering, what was that in your life as you can recall, was there anything like that that you can recall?

Nancy Spivey:

Well, you know, the simple things that come up for me, I guess one of the biggest things that transpired for me is when my uncle gave me the book, "The Power of Positive Thinking" back when I was probably 14 or 15 years old and I believe that I am inherently one of those positive thinkers and you know, I'm always very optimistic, in fact somebody from high school posted on my Facebook yesterday and said, "I see you're still smiling like always." And I thought, oh, am I always smiling? I guess so.

But I remember reading that book and just thinking, my goodness, you know, this is a wonderful – how much control you really do have over our lives and what we think and the choices we make and the things that we do and it was – it was really extremely empowering for me to realize that and again, like I said I think some of it is just the, you know, that's how and who I was.

I don't know, I think the first experience when I was a child, I wanted to write a children's book when I was like six years old and I always thought, oh, I'm going to write this book and, you know, I never grew up and wrote a book but even back then I wanted to – there was something in me that says, you know, I want to be able to help other people, I want to be able to share experiences, I want to be able to teach and that's just the desire that I've always had even before I got into coaching or speaking was really to help other people and again, the **[0:13:35] [Inaudible]** book was really – was life changing for me.

Michael Craig: Uh-hmm, so I can imagine. Yup, that age is very, very powerful to get something like that.

Nancy Spivey: Uh-hmm. Yeah, I'll add another piece to that. I worked in my uncle's furniture store especially in the summer times and it was an office furniture store and we would go in there, yeah, 8:30 or 9:00 in the morning and we were just waiting for people to come in the door and it was an office furniture store so people would come in here and there but it wasn't like we were busy, real busy all day with serving customers and a lot of times people would come we'd have big orders but it was just a lot of, you know, a lot of times we were sitting around and I'm looking at the clock waiting for 5 o'clock or 5:30 to get there so we could go home.

And I also remember thinking back then that this not how I want to operate, I'm not ever going to be in a position where I just have to sit somewhere from 9:00 to 5:00 and wait, like I'm in this building and I just have to be here and that was – that really was, honestly, another deciding piece for me of who I wanted to be and what I wanted to do and what I was willing to do to not feel like I did when I sat down all day.

Michael Craig: God for you. So you've pretty much always worked for yourself, is that correct?

**[0:14:53]**

Nancy Spivey: Well, when I first, you know, I worked in the family business and then I started a small business when I was in college, so yeah, I was working for myself then and then in between I worked for other people but I went into sales when I first came out of college because that did give me that flexibility and freedom and also the ability to drive my income obviously. Well, it's kind of like, yeah, it's kind of like working for yourself.

Michael Craig: Right, right. You've always had that entrepreneurial spark which I think is, I admire that, I mean, I've always had that myself. My dad had that, I mean, he never could work for anybody else so I probably tried working for other people and that was my downfall because I always – I usually get fired because I always tried to do things my way and there's a lot of them that didn't want – want me to do it their way, so we had the parting of ways but yeah, I can understand that completely.

Tell me, is there a particular thing that – any other decisions or any other turning points that you can think of that maybe lead you into the direction on, I know you mentioned meeting Nancy about nine years ago and talked to you about coaching. Is there anyone recently who you're using as a mentor or using as someone who helps to spark ideas for you or just share some of those with us if you don't mind.

Nancy Spivey:

Well, I have a mastermind group that we participate in with one another – we participate together every month, we have a regular meeting and we are just there to focus on one another businesses and we will have, you know, maybe 45 minutes each where the whole group is just to think tank on each person's business and we bring whatever it is; hey, here's the new strategy I'm looking at or I want to extend my market or I want to be more in niche, you know, be more to market niche or I want to do something with my marketing materials or business development or whatever it is and we bring those things to the table and we work together in regards to those things.

And then I hire and work with different people depending on what's going on and what my needs are around the things that I'm doing currently. So I am a big believer in having mentors and asking people for help and for direction, and you know, it's important, really, because one of the aspects to a masterminding even is when we're sitting around in our own heads, I mean, in our own little house, you know,.

It reminds me sometimes of like when you see the anthill and there are all those little ants and there's this whole big world out here, this big universe and they are just living their whole lives right there on that one little hill. It might be a one little tiny piece of your big yard and there they are all running around doing their little business and sometimes I think that that's almost like what we're doing as human beings.

**0:17:52.6**

Michael Craig:

Yeah, I think we are.

Nancy Spivey:

Just checking out one little plot of land and our little house inside our little heads, and really that is – you can really get really stuck in that place, so stepping out of that and connecting with other people and having that energy of other people whether it be a one-on-one mentor or an accountability partner or a mastermind group or whatever it is for you.

It's really huge and if you think about how many times you send around trying to figure out a problem on your own without discussing it with anybody and maybe how long you carry that weight around on your shoulders and you fought and struggled with the decision or a choice or something and then you think about times when you've been in an environment where you were connected with other people and you've all worked together to make something happen. If you do think about the difference and the energy, when you have that collaboration it's really huge and what you can accomplish is so much different.

So I'm a big believer in collaborating and working with other people like I said whether it be in masterminding or one-on-one like with a coach or a mentor.

Michael Craig: Right. I know that your friends with Marney [0:19:06] [Inaudible] I think that you were a coach of hers at one point, was she? I think she's mentioned you and also partly said some reasons I made the connection were you had work with each other and she's doing very well as what I understand.

Nancy Spivey: Yeah, if I do work with Marney still, I love Marney, she is really dear to me, very successful online marketing, IBM marketers and yeah, we do – we work together and she's also been great. I mean, she shares so much information it's amazing as far as online marketing and getting exposure and that kind of thing, so, yeah, Marney is somebody that I, although, you know I have acted as a coach to Marney and do when she, I still do when she needs me.

[0:19:56]

We have masterminded together and bounced around a lot of ideas and so it's still important to have those kind of people that you can turn to and say, "Hey, what do – what do you think about this?" or "Let's get connected on something," even I want to say too you Michael, you know, you and I met, we were at a meeting together a while back and I know you said a lot of people have not seen your work or don't know about your work but you did some exercises with me that day.

One of the things that I came away with from that is that I was just my personality, I want to help other people and I was great at giving but I wasn't necessarily the best at receiving and so that was really powerful for me and I've done a lot of, you know, contemplating around that and thought around it and I just wanted to share with you that, I wanted to say thank you first of all and that it was really beneficial for me the work that, I'd love to explore some more but I, you know, wrote about this recently.

I started with my partner Nancy Gerber, we started a blog site called, The Gratitude Habit. And gratitude is just so important in feeling good and they did a lot of studies now about the power of gratitude on your psychological and physiological state.

And so I actually wrote something on my gratitude blog about, you know, being how grateful I am for receiving and how I've opened up to receiving and this how many things are coming my way, so I just wanted to thank you for that and the work that you do, I know it's very powerful.

Michael Craig: Thank you Nancy, that's very kind of you to say, I appreciate that. Yeah, I remember the session that was good for me too, I mean, it always amazes me how good I feel when I do sessions and that's really when I feel the best is when I'm working with other people and doing all that kind of thing so, thank you for saying that, I appreciate that.

Nancy Spivey: Well, you're welcome and that's one thing I want to say too when we're talking about choices that people make and things that you do. When I work with people, when I work with somebody one-on-one as a coach or when I speak to

an audience or when I am working with a team doing facilitation work. Those are the times when I feel the best, when I feel the most energetic and I know, hey that's what I'm called to do.

And so when we're looking at decision and choices that people make, it's, you know, I believe that's really important to be in that space of what brings you energy and even if that's not the place where you are necessarily making your living to show up in those places where you get energy, I mean, for example, I love kids, I volunteer at the boys and girls club or I'll just go and maybe take, baby sit a friend's child or take them out or do something, you know.

And that's okay, I don't have any kids of my own but I really love doing that and it gives me a great deal of joy and a great deal of energy and so that's one the things that I say to people is making that decision and making those choices to be on that spaces that bring you joy and energy.

Michael Craig:

Yeah, that's true. What do you think, I've noticed, it is interesting you bring this up because we feel so good when we do these things, you know, we feel so wonderful and so alive and so happy, it makes you wonder, why don't we do it all the time? Or why don't more people do it all the time? And I guess that's what had led me to, you know, because I used to be, go through experiences of bliss and have all this wonderful feeling and always good things and nature stuff and I was going, why doesn't everybody want this and that sort of led me into the work that I'm doing and really I found out that a lot of people have ideas that are just sort of carved at stone based on survival decisions, some deep rooted stuff or whatever is going on.

What in your opinion is the biggest thing that you'd come across that stops people from living the way – the way that you and I are striving to live for example?

Nancy Spivey:

Good question. What comes to mind for me is choice. And I hear people say especially, I have one friend that always says, "I don't have a choice and I have to do things this way," and so when you go back to the roots, do you have a choice? Maybe you don't like all the choices you have but you have a choice, and maybe you're choosing to give up a little of this or that to get some more of the other but at the same time it's a choice it's a choice how we spend our time and how we live our lives.

**[0:24:47]**

And I tell you, it reminds me there's this man that walks down my street every day, I think he's 97 years old and he never misses a beat, he never misses a day, if it's 20 degrees and snowing he's walking, if it's a 100 degrees and the sun 's blistering hot he's walking and, you know, I look at that and I say, you know, he's chosen to be healthy and to get out and to keep himself in shape and he lived a long time and any time I ever argue with myself about why I shouldn't be out exercising because A, I know it makes me feel better, it makes

me healthier and I'm going to be more productive after I do it, well I know I do have a choice, I can sit here and like not feel that good or I can go out and do it.

And so really I think it's about choices, it's about, and looking more instinct and intentionally at the choices that we're making. If we're happy or we're not happy then what choices are we making that's creating either that happiness or unhappiness because a great degree of what goes on we do have control over, in fact, I'm reading the book by Marcy Shminof, I think her name is but it's called, "Happy for No Reason", and what they've studied in this book is that we have about 50% of our happy meter is genetic and the other 50% we control.

And they used to believe that the brain could not be changed, there's these groves in the brain and they thought that they couldn't be changed, once they got there they couldn't change a bit, now they have realized that they can be changed, it's like if you're exercising you can change your muscles, so you start practicing other habits and doing other things and making other choices and you can change even your happy meter. So you can be happier.

So I don't know what else to say except that it's a choice and sometimes I think people really get stuck at a rot and they're not seeking out, you know, there's a little ant on the little ant hill and they're not seeking out other people to collaborate with or people that are not attached to their outcome and this is a really important piece of this because a lot of times people go to their husbands or wives or their family members and they get more of what they always gotten.

But stepping outside working with the coach, getting into a group, mastermind group or a different kind of group where you can open up your mind and get some other things going on is so important and seeing things from a different perspective and doing things differently and seeing how other people are doing it and also modeling and say, "Hey I see this person does that, how does that work for them?"

Michael Craig:

Right. Excluding yourself in the environment where you could adopt to that. We've got one more minute Nancy but I wanted to wrap up here. I also wanted to mention before we leave that what I've discovered is that a lot of times people are held hostage by their own, what I called default thinking to where they basically put themselves on default, the decision to go on that default setting which means that I'm going to be the way I am and I have no choice.

So in a sense that choice and in of itself and, you know, gliding on the default setting but there's a whole lot of scale on that which you have to come on the show again and we'll have another discussion here.

Nancy Spivey:

I'd love to have a discussion just about this topic about choice because I know when people start taking action and making movement forward it's so

empowering and it really – it really provokes more of that kind of action and forward movement.

Michael Craig: Right. We've got one minute. Give people your website so that they can go there and sign up and get more information.

Nancy Spivey: Okay, I sure will. I have several websites one is [www.themagicofmastermind.com](http://www.themagicofmastermind.com) and [www.themagicofmastermind.com](http://www.themagicofmastermind.com) the other one is [transformationconsultantsinc.com](http://transformationconsultantsinc.com) and that's about consulting and coaching and then for real estate investing it's [transformit.net](http://transformit.net), [transformit.net](http://transformit.net). t-r-a-n-s-f-o-r-m-i-t.net or you can Google Nancy Spivy and see all kinds of things out there including radio shows and websites and all kinds of things.

Michael Craig: Right. Nancy, thank you so much. I appreciate you coming on the show tonight and sounds like you're really going strong and I wish you the best obviously and I hope we can get together again and talk about this further.

Nancy Spivey: Wonderful. Me too, I had a great time Michael, thanks for having me.

Michael Craig: Well, thank you Nancy so much and I just want to invite people to come on the show every Tuesday evening at 6 o'clock where we meet here on the show and the phone number again if you want to call in is area code (347)-8435 or excuse me 4544, that's 843-4544 and it's [blogtalkradio.com\logicalsoul](http://blogtalkradio.com/logicalsoul), Tuesday at 6 o'clock.

And my name is Dr. Michael Craig, I'm your host. And next week we're going to have a lady who's going to talk about natural facelifts. Her name is Caroline Kleeves and she'll be going through some interesting things about face lift without drugs, without surgery, without any of that other stuff and she's a fascinating woman, so I hope you join us.

**[0:30:32]**

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