

S01 - E17 - Rooted & Unwavering - March 10 - Hylke Faber & Karen Nowicki

Presenter 00:02

Welcome to rooted and unwavering a podcast and radio show which features leaders from all walks of life in conversations about courageous connectedness. How do we stay connected to our best selves, especially when we are challenged? What becomes possible when we truly stay committed to our own and others rightness also when we don't feel it, join hosts Philco, Faber, transformational coach, facilitator, and award winning author of taming your crocodiles and his guests as they explore leadership greatness in today's episode of rooted and unwavering

Hylke Faber 00:42

Welcome to root and wavering, broadcasting live in the Phoenix Business Radio X studio in Tempe, Arizona, where we help leaders connect more deeply to their innate potential. I'm your host, SoCal Farber and today I'm in the studio with Karen Oh, wiki. Karen, how are you today? So wonderful, happy to be here in person with you. Excellent. I'm so happy to be here as well. Before we're going to talk a little bit about Karen, I want to just talk with you a little bit about this podcast series. As you hear it in the introduction, music we are about helping us to connect more deeply to what's true. And if your life is anything like mine, you get challenged every day in some way, and saying, Hey, are you sure about that? Are you sure about what you stand for? Are you going to give into anger or fear or some other emotion that can take us into a place where we afterwards think well, maybe that wasn't the wisest? So Ruth and unwavering is a podcast series where we talk with leaders from all walks of life, to hear from from them and to hear their stories about what is it like to learn about connecting with what you truly value and live and lead from that place. So today, I'm here with Karen a wiki Karen is the owner of I notch LLC C's a trauma guide, and also the founder and leader of Phoenix Business Radio X, I'm actually in Karen's professional home or one of her professional homes. So I'm so happy to be doing that with with Karen, I'm gonna say a little bit about Karen. But before I see anything sort of about your quote, unquote, resume, Karen, I want to say something about what struck me when was the first time when I met you, when I was sitting in this room as a guest, when we talked about climate consciousness, and I was struck by the warmth of your eyes, and the strength of your spine, and then the resoluteness of your mind, I was just blown away by all of that coming together immediately. And then since then, over the last almost year that I've known you, I've been very much inspired by your ability to be kind, and be clear, and entrepreneurial, and take on responsibility, to help all of us be uplifted. And that also is what I see Karen do in her life see is, as I said, a trauma guide. And my sense with Karen is she doesn't stay in the traumas helps you to get through it. So you could actually sit in your true seat as opposed to to trauma, which is often about, but we'll talk about this things that we have made up that start to become some kind of thing in our head. She is a person that helps organizations and people lead and drive their businesses and strategies more effectively. So people



are and clients are happier. They are healthier and more successful. It's an important combination of those three. She is a studio partner for the Business Radio X and host of The Phoenix Business Radio Show, and others as I know about. She is very connected in the Arizona business and leadership and educational community. And it's interesting I just was talking with Karen before the show and she was talking to me about something that she wanted to go do out in nature I think as paddleboarding if you hope you don't mind me sharing it. She said no, no. On Sunday, I have a planning meeting and some other things to do. Garin works with lots of people in the Arizona community, basically with businesses to help them become more realized. And I see you doing that everywhere. She's very innovative. She works with innovative, passionate and driven people to make a difference in their community. She's also a published author, a mother, accomplished speaker and trusted advisor to business owners, senior executives and educational leaders. To name a few thanks for name A few things I know also your excellent paddle board. Great hiker. You've been we've been on hikes together along fun hike, and a great host. So now I am, I'm almost feeling a little intimidated to speak with the master. So Garen, tell me a little bit about connectedness, and what have you learned about connectedness in your own life?

Karen Nowicki 05:25

Tell me about that. It starts with me. The ability to connect well with people of all walks of life, and all ages, and all states of being requires me to be really clear about how deeply I am connected with myself first. And always, I love the introduction that you've shared, and what you've witnessed about me as we've gotten to know each other professionally and personally, as well. And I'm also smiling because Darryl, who produces our shows and is in the studio with us, he's seen sides of me, that are not always in sometimes Am I crazy. And the ability for leaders or individuals or myself, if I were to own it completely, to be real. In the moment, when I'm feeling something, something shows up and to be able to speak to it. The best I can without shame or without guilt, and just owning it makes a huge difference for the way in which I can then coach and be with other people and teach them to do the same too often. I feel like we try to stuff our emotions and our feelings. And if we're doing that, and we're trying to show up, because we have to be a certain version of us, we're missing out on that opportunity to really be vulnerable and see what's what's there for us from a really deep perspective.

Hylke Faber 06:42

I love that fierceness and fearlessness to be able to be with all of it. And not only only be with it, but also to share it. So that's interesting that you say to truly connect to others have to be connected to myself. And I have to not stuff anything, but actually share it. So say a bit about how you do that. And at the same time, don't get lost in the share so we don't fall into what Carolyn mace I think doubts the as defined this as wound ology where we just sit and share and and then we stop there.

Karen Nowicki 07:26

Okay, well, that's a challenge. I'm not sure what that means, but I'm gonna go for it. An example that comes to mind right away, is a phone call. I got it probably seven this morning from somebody professionally that I serve on a board with. And we had a meeting last night. And it was, it was an



uncomfortable meeting. For her, she felt like she was in the hot seat. And in a sense, she was even though it was all of us, there were six of us delivering with kindness and intention on behalf of her in the organization. She was in tears this morning. And she called just to say, Can we can you sit with me in this and then proceeded to apologize for how she was feeling. And I said, You've I believe you called the perfect person. And I'm fine with the tears. And I welcome them. And I encourage you to do the same. And so when we have emotions, and then our feelings quickly follow our emotions, I, I always say to people, it's a matter of paying attention to what those emotions are telling us and those feelings are telling us about our current state. And then being able to be a witness to that. And recognize and acknowledge it helps us clear it and let us move that that emotion or that feeling through our body rather than it getting stuck in there. So I was able to help her do that this morning. And because I was part of that meeting and had my own response and reaction to it, I got to pay attention to how I was feeling about it as well. Is that kind of what you're asking me?

Hylke Faber 09:01

Absolutely. Yeah, yeah. So I love that. By sharing, it's both a sharing with ourselves, like Oh, I am feeling fill in anger, sadness, despair, joy, whatever. And by being able to name that, and being with that, that's already has starts to start some movement. And then I'm also hearing you talk about and then being able to share that with somebody else. That also helps to create some movement. So So tell me a little bit about how you connect to your emotions, as a leader. And as a human being in general. How do you do it? Like what is your what's your process?

Karen Nowicki 09:50

Well, on a daily basis, I start with a meditation or some sort of moving meditation so that I can clear the cobwebs and set an intention for the day. And then as the Day gets moving stuff shows up a conversation that's unexpected, something that I haven't delivered on, or a moment where I might feel triggered. And I'm not even sure why. And to the point that you just shared, I'm really good about becoming that witness and observer to the way I'm showing up in every moment and continuing to bring myself back to the present moment. And I think that's a habit that takes some time to form first beginning with willingness to say I can be a student or witness to my own self, and then continuing to keep myself in check with with that. So if something happens in a day, in a moment, that I'm feeling, oh, I'm feeling angry or frustrated. And sometimes for me, it shows up in my body first before my head has caught up to say this doesn't feel good. Then I can say, alright, I'm, I have a lower back pain, or I'm starting to feel a little confronted. And then I can just acknowledge it and then step into Okay, now, Where's this coming from? Is it really that Hilda is the one that's, you know, even though you might be the messenger and I might be triggered? Sometimes it really isn't you. There's just something from my past that might be trauma related, that's showing up and then I get to be really responsible for is, is what Hilda saying to me something that needs to be cleared? Or am I aware that something's showing up. And this is an opportunity for him just to simply be a messenger and me to separate myself from that. So there's a lot of self talk, we're always doing self talk, I know you, you speak a lot to that. It's raising the vibration, and the quality of this of myself talk so that I can continue to be in the moment.



Hylke Faber 11:38

Alright, love that. Raising the quality of my self talk that I'm going to take that with me raising the self talk. That's beautiful, Karen, and maybe, so that we make it very real. If you're willing, would you be willing to share with us maybe an experience of where you got triggered? And you went through this process of, hmm, increasing the quality of myself talk? Is this that thing over there the person over there? Or is it my trauma or maybe something both and clearing sickies a bit more about an example. So we can watch it from a from a from a distance, which is all easier than actually being it ourselves? I

Karen Nowicki 12:28

can add the first example, or story that shows up for me is personal in nature versus professional. Are you comfortable with that? Yeah, okay, good. And you and I spoke about it on our hike. I don't know how it came to be that we're talking about. I have just recently started dating again, after a very traumatic divorce several years ago, and felt like I was ready for love. And someone came into my life. And for four months, it was very exciting. And we're both on the same page speaking the same language, same activities, and then over the holiday. He's wanted to step away from the relationship, and we were already talking, this is forever, you know, we're partners, that sort of thing. And I was left rattled, really rattled, and sadness and anger showed up and questioning, replaying stories and conversations. And I, I knew I wanted to pay attention to what was showing up for me so that I could discern between what was really happening between the two of us and this very quick bond that we formed with each other, and making a choice. Do I want to continue to honor that? And is that something we share in person, and how much of what I'm feeling and experiencing is a traumatic response. And what I came to within it, it really took me a couple of days. I was faced with a feeling abandoned. And even though I've unpacked that, that trauma that I've carried with me for several years, I'm 58. So how many years but way back to my mom, even though I've worked through that trauma before and I've felt those challenges before here, they were again, it with a different face a different relationship, and I was really able to say to my then partner, this is what showing up for me. And the story that I've been telling myself is this, and I could I could then have a quality conversation continued to grow a relationship, a very deep friendship with somebody, even though we're no longer romantic and a couple because I got to own the stuff that I was bringing to the relationship that I wasn't even aware of that was creating this, this discord, and in turn, he got to own his stuff.

Hylke Faber 15:00

I'm just struck by Well, first of all your courage to talk about it. Because we're March, this is recent history

Karen Nowicki 15:08

very recent.

Hylke Faber 15:10

And, and the clarity with which you process this. And also the honesty and the humility to say, this is not a pill. This is a couple of days, in a sense, hard work.



Karen Nowicki 15:24

A lot of hard work. It's, it's like I shared about the gal who called this morning, giving myself space to feel the sometimes darkest, deepest emotions, and not making myself wrong, or making anybody else wrong for those moments that I'm feeling in despair or anguish.

Hylke Faber 15:42

Yeah. And because think about, like, I'd like us to think about for a moment about the alternative, right? Where we don't, let's say you hadn't owned that traumatic reaction, which was, you are abandoning me. Like, many times before, many, many, many, many, many episodes of this particular movie that I am in, but I don't know I am in it. So I keep looking at the same movie. I had to come starting with the experience you had with mother early on, which she, by the way did totally unconsciously right, he didn't right. Abandon you intentionally, yet? That was the impact on the child? Let's say you hadn't done that work? Where would you have been done with this person

Karen Nowicki 16:32

clamoring, first? Trying to? And boy, those ideas and thoughts were in my mind, how can I make this work? The desperation the grabbing the holding the let me prove to you that I'm worthy. Or, or and blaming? Yes, or no. And even maybe shaming that this? You know, here's all the things that you said, and I believed you, and, and what now? Right? So did those thoughts crossed my mind? Did I feel those emotions as I was working through it? Was some of that expressed with him? Yes. And I've learned to be able to do it from a here's what I'm experiencing, or here's the story, I'm telling myself so that I can, the people that I'm in relationship with yourself included, we've had some of these conversations business wise, where we get to say this is what's showing up for me, and they haven't always been easy conversations. But be able to not blame and and put it on somebody else is, I think the greatest gift in being connected with people.

Hylke Faber 17:37

Let's hear that again. Let's hear that again, but not putting it on somebody else. So when I'm feeling whatever that I'm going to put words into it lower vibration, thought feeling that said, Little telltale, or big or do not put your stuff on somebody else. Because that disconnects, you actually have the opportunity to take it back at the process. And I just want to acknowledge those those truth two strategies, because I sense we all have that capacity in us. I know I have. I've been there like, well, you're going to do this to me, meaning you are abandoning me. Right. I, I now, I'm going to convince you with pull out all the stops, clamoring, that's the one strategy to get you back. Which is not even getting you back. Because there's nothing to do with you. It's all about my potential. It's like, once you look at it, it's kind of funny, but when you're in it, it's not it doesn't feel funny. And then the other side is I'm going to put it to you. Like how could you do this? It's funny, I when I was in my 30s I like to watch Sex in the City. And you know what the girls were talking about? And there was often that kind of letter. How could this person do this to me and, and it's interesting, because it sounds so convincing, right? Because if I just put this



spreadsheet, he said this, and then he did this, and then you felt that therefore, he's that but that's the trauma spreadsheet.

Karen Nowicki 19:27

Yeah, well done.

Hylke Faber 19:30

So now you have this friendship with this person. That's an

Karen Nowicki 19:33

amazing friendship. And I'm grateful and it will I anticipate that it will be a forever friendship. Wow.

Hylke Faber 19:48

So let's just stay with this for a second because I think it's a very rich area. So when you got that news You went somewhere, meaning inside? How do you keep it together?

Karen Nowicki 20:11

So I'm going to challenge or suggest a different language for that when we experience difficult news. I always envision it that I actually don't go inside, the first reaction is that I go outside of myself, I kind of lose myself in it. And when trauma, and this was in a way traumatic, it was news that I had not expected to hear, and triggering. And we go to fight flight or freeze, or sometimes fun, the clamoring the let me prove myself, I mean, over nurture and take care of you, instead of me, we automatically go to one or a combination of those places, and that I kind of visually see that as outside of ourselves. And so again, this goes back to being a witness as to what happened. And if we're not clear about how our brain shows up in those traumatic moments and know how to bring ourselves back into our gut and our heart, it, we can stay stuck in that place, which is why many people when they've experienced trauma, they're not aware of it. Or they're disconnected from it, because that's where their brain has taken them.

Hylke Faber 21:22

Yeah. I love the distinction of No, actually, I'm not inside of myself. When I'm in the trauma reaction, I'm outside of myself, even though it may be experienced of being totally inside of myself. That's the tricky part. Yes. So in your work with clients, as a trauma guide, how do you guide people to gain that awareness of actually, this is not you being inside of you, this is being you being outside of you.

Karen Nowicki 21:57

The first distinction to help people understand is our relationship together that I really am just that I'm a guide, I don't have the answers for anybody. I can hold space, and I can create a dialogue and a conversation for the opportunity for them to come back into themselves from a place of very deep soulful place. And how we do it is through a series of moving meditations so that I teach them to warm up their, their gut and their heart. So much of the way that we function, specifically here in the continental US, the western world is everything comes from our head, our thinking head, we're taught



that way in schools, we're in our synagogues, in our churches, even though we talk about you know, praying from our heart, oftentimes, the conversations and the The prayers are all spent here. And so I help people come into their being into their vessel, or the container that we're given, we're given one body in this lifetime. And so how do we show up in that body so that we're vibrating fully mind, body and spirit, or mind, body and soul. And so the first work that I do with people is help them get reconnected with their physical body, it's a series of tapping. And then for the trauma piece, as well, I take them through a meditation. And in that meditation, it is loosely guided meditation, and then we sit in silence. And they listen from a deep place within to perhaps a memory, or a thought, that shows up that wants to be integrated. And then we we just have this process that we do together where they're in a semi meditative state, and they pay attention to their body, where are you feeling this what what body sensation Are you experiencing, it might be, now I have a lump in my throat, or My chest feels hollow, my stomach hurts, I've got a pain in my knee. And we have them become aware of it, speak to it. And then they, they have this conversation with themselves as I guide them to work through integrating that experience back into a place that it's helpful for them in here and now versus holding them hostage to the past. Because if we're still in fight, flight, or freeze or fawn, we're coming from a place of dysfunction. And when we can clear the actual physical shock out of our body, then we can be in alignment again with ourselves and be in the present moment and then have the wherewithal to make those witness observations about ourselves, like we spoke about earlier. And then we can when we get triggered, we get to go okay, well, what's this? Where am I feeling in my body, and it's, I believe in my lifetime, and perhaps I'll be proven wrong, but I believe in our lifetime. This is what we're called to experience over and over again. So again, that we continue to be more clear about our purpose and how we show up in the world and what we're here to do.

Hylke Faber 24:50

So then bring that back to the experience you had with your now friend for life. Can you speak a little bit more about how you yourself went through that process. And I love the distinction of when I'm in Fight, Flight freeze, or fawn, and maybe can speak a bit more about what fun means because I think it's a distinction many people don't know. I have this moment of like, oh, call for awareness call for waiting call for taking a look. And I'm particularly interested in, you're used to integrating several times how you integrate that memory. So don't Kiki tell us more about lead us into the world of Karen, I'd love to hear, like how you did that, I think that'd be really helpful for me, and for many others.

Karen Nowicki 25:42

I, I tend to be an emotional person to begin with. And for many years, I thought that that was something that I shouldn't do. I was told as a child, you know, you cry too much, you're too much all those things. I've learned with a lot of help. And a lot of studying and practicing that feeling the emotions is important. So when I witness myself in a moment of despair, I can call myself out to that. And I well, I could have gotten to another trauma guide to work through this. And I do at times work through some of these things with the professionals that helped me in all areas of my life and business. I knew that I could process this on my own to a degree and so I just called myself out this this pain, this sadness, where's that? Where am I feeling this in my body. And in my case, it was a hollow chest feeling. It was like I had



gotten punched in the gut. The inability to, to speak where the thoughts and the feelings get choked up in my throat, I think we've all had moments like that, where a body says this is not sitting well with us. And then for me, and where I guide my clients to go is to just say, to say that out loud, I'm feeling hollow in my chest, my stomach feels uncomfortable, my words are getting caught in my throat. And then continuing to give, I call it whitespace an opportunity to clear that and just watch it happen. So for me, it's closing my eyes. And watching the have a visual of what that's like inside my body. And let it clear in pass, you had mentioned and pointed out that I use the word integrated a couple of times, a lot of times folks will come to me and they'll say I want to be done with this, I want to get rid of this. And there's a great difference between clearing and integrating. And trying to get rid of something. The past is our past. It also wants to be in the past. And until we clear it in our physical body and can make amends with what happened and what's taken place and how we and somebody else has shown up in it. We will carry that into today's decision making, whether we know it or not. And so when we integrate it, we give new meaning. You did a lovely job pointing out that as a small child, likely, my mom really just showed up in a way that she only knew how to show up. It wasn't intentional. And I finally had to get to that place of forgiveness and understanding that so that I could integrate that experience with my mom and carried into my life, my life in a more honorable and loving manner.

Hylke Faber 28:16

Thank you, Karen. We're gonna take a break in a moment. What I'm struck by Karen is the many distinctions in this process. And some of the things that I'd like to highlight for me, as I was listening to you was first to notice I'm triggered. And don't stop there. Because then you went into, okay, Karen was talking about that feeling our body and very specifically Oh, my, my, my gut might feel pain, so I can't speak or I feel a contraction or hollow in my heart or whatever it might be. It's interesting, and you didn't put any, and therefore I need to do this. Didn't hear any of that. It's more like I'm noticing. And then I heard you say something about whitespace and integration, which we're going to talk more about after the break because I really want to know more about that process of integration as opposed to getting rid of. So we're going to take a break in a moment. You're listening to root and unwavering and my guest today is carrying a wiki. She is a trauma guide and also the founder and leader of Phoenix Business Radio X I'm so happy to have this conversation with you and if you're listening, I'm hoping that this conversation is helpful. Even if you don't believe you have active trauma is to become aware of like Ha there may be threats from the past that are clouding me to see today with clarity. So you have to do break.

Presenter 29:53

You are listening to rooted and unwavering presented by growth Leaders Network, the leadership Team and culture development company. If you would like to learn more about working on connectedness for yourself, your team or organization, please contact growth leaders network on LinkedIn. And now, back to the show.

Hylke Faber 30:18



To root and wavering, I'm your host Hoka. Farber, I'm here with Karen, a wiki who is a trauma guide, and also the leader of Phoenix Business Radio X, Karen, we've been talking about staying connected and staying connected to our true self. By also being very aware of our emotions, and our trauma reactions. Before the break we were talking about, into becoming aware of a traumatic reactions. And then you said something about integrating and whitespace and forgiveness with your mother and all this, see more about that, because that seems to me such a rich area.

Karen Nowicki 31:00

Integrating for me, simply means that there is an opportunity in every experience that we have every relationship that we have to find the good in it. Every experience is meant to teach us something if we're willing to be a student and observer to what it has to offer us. So when we can identify where shock lives in our body, and make room for it, as you pointed out before the break. And then I say bring white light in there. It's an opportunity, just sit with it. So some people want to say okay, now I've identified it now get it out of there, I want to be done with it. Well, we, that's a decision or a response that comes from our head, and our head doesn't always know to lead us and guide us in a way that on behalf of our highest and best it can when we're in accordance with our body and our soul. We also struggle though, for only taking cues from our head. Because if we're only taking cues from our head, then it's likely based on the stories we've told ourselves. And some of them may no longer be serving our highest and best. And so this idea of becoming a witness to ourself, helps us be the observer and decide, is this the best version of me? And if it's not, then how can I move forward so that I can integrate and make peace with that part of me or this experience we've had together and let it serve where I'm headed right now. And then in the future.

Hylke Faber 32:44

Yeah. So we're gonna keep using your breakup?

Karen Nowicki 32:50

I'm sure. I'm sure he will be thrilled

Hylke Faber 32:54

as a case study because it's, it's it, I think it's it's a relatable experience. And it's and it's fresh, and you brought in so it's your fault

Karen Nowicki 33:01

candidate. Right. And is, it is relatable.

Hylke Faber 33:06

So I think we all go through experiences like that, if we're lucky, if we're lucky.

Karen Nowicki 33:10



Can I speak to that for a minute? Yeah. I, I have a beautiful, Wide, wide circle of friends, both professional and personal and have for years. I have many men and women in my life again, professionally and personally, who have said to me, You are brave for getting back out there and dating again, I don't know how you can do it. I have been divorced or widowed or out of relationship for 1015 20 years, five months, I'm never doing it again. And while that's tempting in moments of anguish, and despair, or wanting to control everything in my life, and when you invite somebody else into your life, right? It changes it. There's a saying that, you know, if you think you think you have your life together, or you think you've resolved all of your trauma, go get in a relationship, because it's gonna pop back up. Same thing with a new client or a new neighbor, right? We're in community, so that we can work through these things. And so while I'm very happy with my life, very content, and have worked hard to be independent, and and enjoy my relationships, and my businesses, and my family and children and my friends, I also am in love with the idea of being in love. And I had to come to that realization to that there is a part of me that would like to have a relationship. And with that comes risk. Yes. And so we have to be willing to show up and the risk just like in business. We make those decisions. And sometimes there's calculated risk. Sometimes there's unexpected risk and well it's the same thing and being in relationship with people on an intimate level and leaving ourselves open for that and learning along the way.

Hylke Faber 35:01

learning along the way. I want to know more about this not flushing, not getting rid off and integrating because that That, to me is that liminal space is so rich, and so inaccessible. And I loved how you talked about it from the head versus your higher being. part that was to me very rich when I when you talked about that. So in your recent experience, so what was your head saying? If you just let let let your head speak, you'll feel these things you couldn't spark you felt that thing in the throat in the gut. What did your head say to do with that? If you just listen to that? What would the head say? So we know it.

Karen Nowicki 35:51

blame, blame, blame. You tricked me. You tricked me. You tricked me. This is what you said. I took it seriously. And now you're backing out? How dare you?

Hylke Faber 36:02

How dare you. So it's putting it on the other person. Now, then you stop doing that at some point. And that's the stages of awareness, right? You stop doing that. And then you get to the place of like, I feel this sticks. You didn't do this. But if you were to just listen to what your head want you to do, how does your head operate with things in the body that don't feel good?

Karen Nowicki 36:26

Well, even after years of practicing staying in my body and meditating and doing physical movement, so that I'm always a clear to the degree I can be a clear vessel, things get in there. And that's why practicing whatever it is, you choose to practice to be more mindful, and more centered is so important



so that when things think you upside the head or something happens, maybe it's a car accident, perhaps it's a death of a loved one, or announcement that that they're ill, we're going to be shocked and Jarred. And if we have practices well in advance of these sorts of things, then we have presence of mind to be able to separate ourselves from that situation. So instead of dumping those kinds of comments on top of John, yeah, in front of him and blaming and pointing a finger, I knew that I needed to feel that and got to do it on my own. So that I could move it through my body and come to that place of where do I want to be in this? What is the gift of this relationship? Why has this relationship come to me? And how can I honor and respect that?

Hylke Faber 37:36

I'm hearing that you're giving yourself space to deepen, right? The surface, if I relate it to my own experience to surface is find a fix, which is rescue fixing the other person by blaming them? That's an easy way to fix or stuffing it or doing something about it? And you're asking a very different question, which is what is there for me to learn, which gets us into a deeper heart, gut level.

Karen Nowicki 38:12

And there's two thoughts that come up. For me, this is not me telling you what you need to learn from this, because that happens to us as well. Sometimes we see if you if you could only show up this way, and learn what I want you to learn. It's not about that. And then another reaction could have been I'm sensing that maybe one of our listeners is this might be important would be to abandon him first, if I had felt it coming, somehow, some way to manipulate the situation so that I could be the one to say I'm out so I could avoid, think that I'm gonna avoid the pain and cause it on somebody else. I think those are those are those reactionary behaviors that we have. Yes. And this is owning my habitual or my heads desire to want to go to those places out of self preservation and protection. And being okay, that that's, that lives in me somewhere. And it doesn't have to be the final voice.

Hylke Faber 39:10

Ah, great. I love that you used the word final voice. So you said a lot about connecting to a sense what your deeper, more final voice might be. What would you say to somebody who was in the midst of it is just in the midst of it and can't even get themselves out of the chair of whatever's going on the shock. People are being laid off in droves right now. And that's a difficult experience to go through. But would you say to people

Karen Nowicki 39:46

move your body, stay in movement? That doesn't necessarily mean staring at your phone or a computer. I mean, there's times and space for that. Again, be aware of how you're showing up I would go back to the earlier call today with a friend who was distraught. And in that moment, she has a big day ahead of her with some very important donors coming to her organization. And she said, if I didn't have them coming today, I would likely stay home. And I would be in my bed all day. And I said, Whatever you decide is for you to decide. If you feel well enough to go, go do that, if you do stay home, I'm going to encourage you to take a walk, get out in the sunshine, move your body as often, often as



you can. Because if we just are stagnant, then again, those thoughts become deeper, more deeply rooted into our body and lodged themselves in places that are hard to get out. But if we continue to stay in movement, then we can process the emotions and have them filter out without getting stuck in there, that's, that's gonna hold us back.

Hylke Faber 40:52

I love that movement. And it's such a paradox, because part of me thinks, Well, when I feel something, I put my self down, and I'm going to start meditating. And what you're saying, which I also resonates with me, maybe you can talk about that these different strategies for a moment of dealing with this uncomfortable moments of like, really putting yourself in a place of even physical stillness, meditation, when something really hard happens. Or move getting out there, no moving, maybe even exercising, because he gave a about me a bit more about that menu of things that we have available to us.

Karen Nowicki 41:34

I agree that it's a menu of things. And I know you personally and professionally well enough to know that you've been meditating for a handful of years, for decades, a few decades. And so I'm sure in your toolbox that that is highly effective for you. Because it's become part of how you show up and how you navigate your internal world, the communication that you're having within yourself, and then with all of us that are blessed to be around you. My son has recently just last couple days gone through something that kind of rocked his world, he's 15, and has involved technology and social media, and it got spread like wildfire and involved a police report and some craziness. And I knew as a parent in order to help bring him back in himself that I've got to help him feel what he's feeling in his body. And, and teach him what I teach other clients do. He sees me meditate in the morning. And typically, it's a moving meditation, that's what I do best with. And in the evening, the same and now, he's a little bit closer to me these next several weeks, maybe months. I'm inviting him into that. So I can teach him how to do this together. Right. So when you talk about having different options available to us to stay in communication with ourselves and deeply connected with ourselves, there are so many different modalities, go find a handful of them is what I would encourage people to do. And if you're new, and this is all new to you staying in movement, even if it's just you know, shaking, and crossing the midline, your right and left brain where you're just swinging your head back and forth, even for five minutes, it helps again, bring all of the energy that you've put out here that's outside of you and feels unreachable brings it comes back into your body and you're you're able to vibrate as you said earlier at a higher place, and be able to really begin to ask yourself those really thoughtful questions and mindful questions that are going to help you land in the lesson. And in gratitude for the lesson and the people who brought it to you.

Hylke Faber 43:43

That's beautiful to help you land in the lesson. I hear so it's an act of grace in that it's not the making it happen. Learning it's a it's like a like a receiving that you allow to happen. And we talked about vibrations, lower vibrations, high vibrations. So what is Karen at lower vibration feel like So will you



recognize in ourselves or will this carry that higher vibration feel like because I'm sensing it's not about good and bad? It's just different experience.

Karen Nowicki 44:22

Yes. So Karen at lower vibration is craving sugar is likely looking at her phone shifting through social media more than she needs to ruminating in a conversation that didn't feel good over and over and over again. And just to sit in the back of it. It is perhaps watching TV or gossiping and eating food that doesn't doesn't nourish me Hmm, yes. And higher vibration. Karen is aware that she sometimes gravitates towards those things and gives herself grace and space that you know, if she wants a little piece of chocolate or, or wants to give social media some time, just because you know, I need a break, I'll put a timer on it. And I'll have one piece of chocolate instead of 20, which I used to do. I think you and I have that conversation on a hike, we both could relate. Similarly, I love chocolate. And it's, you know, it's great for us in moderation, higher vibration, Karen is making time for meditation, being willing to say I'm sorry, I hear you. Eating foods that nourish me spending time in relationships that feel good and reciprocal, versus the ones that feel heavy and spending time on my mission and purpose, the studio my coaching practice, so that more people can come to better know themselves those all feel have me at a at a vibration that's elevated. The funny thing about that clarity is it means that I'm I'm not for everybody. And, and getting okay with that I used to be a people pleaser, pleaser, and really wanted to know what's not to like, was kind of my attitude. Right. And then the more clearer I get about my purpose and mission, the more aware I am that not everybody would understand in order they need to it's not my job necessarily to educate. I just trust that the universe in the way I'm showing up at that higher vibration, the right people are going to come into my sphere and I will be blessed with that exchange to learn and grow from and with each other.

Hylke Faber 46:56

The humility with which you speak, that resonates with me, and also the clarity. And my sense that list, you know, we can ask that question to anyone. lower vibration, higher vibration. In terminology that was once given to me, we talked about the crocodiles and the owls, if the same is like a playful thing like this, these things on the list are probably different for everyone. What would you say is the feeling tone, when you're in a higher vibration? Does that mean you're happy?

Karen Nowicki 47:29

Not always. Peace and Happiness, to me are different. I can feel a sense of peace and still be surrounded by chaos and questioning. And that's that sense of peace is higher vibration. Happiness for me, as long as I'm centered and grounded and experiencing the moment in the here and now it's a higher vibration. Even difficult conversations, and sadness can be a higher vibration. Again, if I'm paying attention as a witness to where it's taking me and leading me. And it's when I'm unaware, and I'm not paying attention to how I'm feeling and letting it take over. As if it's me, that's when I'm at a lower vibration.

Hylke Faber 48:24



When I let it take over, as if it's me. I'm gonna take that with me to let it take over as if it's me, because that's when I lose perspective. And it the perspective creates the give space for the questions and the questions and provides a perspective also its interplay. So in your journey of connecting more and more deeply to yourself and living your purpose, which I see you do in so many different ways, you know, in your business in your personal life. Where do you feel called to what do you feel call to in this in this state of your life

Karen Nowicki 49:09

to be available to more people, well beyond my current sphere of influence, to help leaders become more grounded in their true self. It's why I opened the studio six years ago as an integrative coach. I was working with executive leaders who were high profile and really had a lot of people that they were responsible for in a variety of different ways, depending on their careers. And I watched and got to witness and work with them as they work through some of their struggles, financial relationship, whatever it is, and it's then when I started working with professional leaders that I thought my goodness, if I can help leaders To come to know themselves better from a deeply soulful place, and know how to navigate the storm when it shows up, then they will be a beacon, an example and a model to all the people that are impacted and showing up in their life, rather than what we've seen, I think a lot through leadership is this just coming from their head in their thinking. I think that's part of why we're experiencing what we're experiencing globally, some of the challenges that we have this big, divisive, everything when it comes to our economy, our spiritual beliefs, the way we show up and our relationships, just this disharmony, because we're so set on it has to look and feel this way, and I have to understand it. And if you're not part of the way I see it, understand that there must be something wrong with you. And, and if I can help people, shed that and have more clarity around, you're simply a mirror to me. And if I can love that part of myself, even though I might look across the table and hate you, and what you represent, if I can fall in love with that part of me that that gives us an opportunity to move forward together from a foundationally peaceful place. And that's, that's what gets me excited today. And I know I just do it in my small way. And, and yet excited that you and I are talking about working together on a collaborative project starting here in Arizona, and in sharing our wisdom and our insight, not only with each other, but the folks that we invite into this playground with us. And learning with them as well is an opportunity for us to take it to a whole nother level. And it's exciting to me that all the years that I've been working towards these kinds of things that it would land with someone like you as a potential partner to say let's do this together, we're coming at it from different places. Let's see what this looks and feels like. And the whole time keeping each other accountable and speaking our truth as we do. We've had some crunchy conversations.

Hylke Faber 52:03

Yes, we have. And, and and then we are in the space of peace, crunch, ground and peace. So maybe say a little bit more we're getting towards the end of our conversation amazingly already. You could think that trauma and leadership have nothing to do with each other. Right? If we didn't have this conversation. Now I know this conversation has already shed a lot of light on this. But if you can just say briefly, I say a bit about how working on trauma and trauma is such a heavy word. Maybe there's



another word we could also use for death in terms of leadership. How do you think that's related to leadership?

Karen Nowicki 52:51

I think all of our experiences lead us to some role in our life, career wise. And leaders are often called to be an example or a model of something to. Regardless of industry of the vertical or where they're showing up. And if we haven't taken time to look at how has my past impacted me, without judgment on it, just what in my past has happened to me. And how has that impacted how I show up currently, and being able to make decisions about that from a deep Lee rooted place? Then we can move forward in leadership that's solid and grounded in truth, our truth and opening up an opportunity for others to live in their truth. That's the unwavering piece, I think when we talk about the name of your show, right? Being rooted in our own truth. And so steadfast in that and committed to that, that we are unwavering. And I think that when, when a leader looks at their past, we all have some sort of trauma, trauma is relative. Some people come to me and they say I'm embarrassed that I'm seeing that trauma guide because I had a I had a great life. I know I was well loved. I had a roof over my head all that. Yes. And experiences and relationships and events happened to you that were shocking and jarring. And in those moments you went to fight flight freeze or fawn or a combination of and then that shock has lived in your body since then. And until you can properly integrate it, clear it and make peace with it. You'll continue to make decisions from that place.

Hylke Faber 54:41

And then your past becomes your future. Correct. Yeah. As opposed to being in that urn, and route and wave unwavering and rooted place. wherever that may take you right at the center of truth. That is your truth. Not the pseudo truth. That's the echo from the shock that it's still in the system somewhere. That's what we're talking about here. Very, very rich, I'm, I'm really loving this conversation. And if you're listening, just maybe think for a moment about what might be a past memory. You don't even have to call it trauma, but a past memory that may be replaying itself in your current present and would who would you be without that and the way to get to it may be simply by looking at what's a challenge today, like Garin had the courage to talk about dating? Like, okay, that's not very glamorous, what you're telling me, right, whatever it might be, you know, being fired a meeting that didn't go well, a frustration you have with a neighbor, a big ambition that's not being realized, whatever it is, and ask yourself, how is my past playing into that, and then using Karen's advice, feeling whereas that in the body and sitting with it, and then becoming the witness of that, and becoming an observer to that, Karen, we're getting to the fast last fast, we're getting fast, the last few minutes of this conversation, what would you like to say by way of closing?

Karen Nowicki 56:18

what's showing up for me right now is that there are likely listeners who say, I close the door to things that don't feel good in my past. And that's worked for me to just shut the door, draw the shades, turn off the lights, walk away from it, and, and throw away the key. And if that's working for you, keep doing it. It's likely though that if that was the approach that you took at whatever stage in your life that that took



place, you're if you really are paying attention, there are new relationships, and experiences that are, I'm going to suggest begging you to go back and open the door. Let the shades up, ruminate in those prior experiences. So that again, you can integrate them and find the peace and the well being in it and the lesson in it, so that you can be a greater version of yourself right here right now. What I hear people say is when they come to me often is I am afraid to open that door back up. Because I'm afraid that once I go back in there, I'm never coming out. And I understand that fear I've been there. And that's why I encourage that you work with someone like how can I so that you have an opportunity to be held with a professional if you're working through that, that can that you know that you're safe and secure. And it doesn't have to be that life gets has to stop to do this. We don't have to be the monk on the mountain for months or years on end. To to figure this out, we can build the house and remodel it while we're living in it.

Hylke Faber 57:53

Open the shades let the light in. Let the light in. Because I think that's one of the things Karen I love that you're saying is that at least my experience of difficult past it there's a part of me that wants to stay in it and keep the clothes that the shine the shades down. Right. And what you said today also was go out and move literally go feel the sunshine or wherever you are the rain, the snow, whatever it is, but feel something outside of the experience that your trauma brain might be providing you with. So I really have enjoyed this conversation. A couple of things I took away from speaking with Karina wicky who was a trauma guide and also the leader of Phoenix Business Radio X is how important it is to not stuff emotions, but actually to be with them to truly connect. To have trust that within us there is this deeply connected route that place that's just here. All we need to do is to become a conscious observer of what's going on within us and then allow ourselves to feel in this vehicle of the body what's going on and where the sharks might still be. And I felt also in your energy carrying this sense of compassion with the sharks hold them integrate them forgive whatever you need to forgive outside of you so that you become this rootedness in in this goodness in this goodness that does not have this shocky kind of fight flight freeze Fani kind of things happening anymore in the in the present. So thank you so much, Karen, for being with us today. Thank you all for listening. You've been listening to root and unwavering and if you're interested in learning more about this series or having other conversations, you can join us on Spotify or Apple anywhere else where you can actually subscribe to this podcast. We also do community conversations on LinkedIn. Just look at growth Leaders Network, you'll find us there. Our next guest, in a couple of weeks will be a gentleman from the Netherlands birth founder hook, who is the chairman of trim boss, which is the Institute for mental health in the Netherlands, where I'm sure we'll have some more conversations in this topic as well. And also from a systems perspective, and Barrett also used to be the CEO of a large Dutch insurance company. So that's it for today. I hope you got some helpful nuggets today that help you to connect more deeply to you being rooted and truthful with everything in it. That's it for today. You've been listening to root and wavering, where we connect more deeply to our innate potential. I'm your host Ahsoka Faber, see you next time.

Presenter 1:00:58



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