

LeaderImpact Podcast Ep. 10 Darci Lang - Focus on the 90%

Lisa Peters

Welcome to the LeaderImpact Podcast. We are a community of leaders with a network in over 350 cities around the world dedicated to optimizing our personal, professional, and spiritual lives to have impact. This show is where we have a chance to listen and engage with leaders who are living this out. We love talking with leaders so if you have any questions, comments, or suggestions to make this show even better please let us know. The best way to stay connected is through our newsletter at leaderimpact.ca or on social media @LeaderImpact. I'm your host Lisa Peters and welcome to our podcast with Darci Lang.

Darci is an inspirational speaker, an award-winning entrepreneur, Canadian Association of Professional Speakers hall of fame recipient, a bestselling author, a wife, and a mom whose simple tool helps individuals reframe the way they look at and think about their interactions and relationships with others. And in a world where a plethora of self-help books, webinars, and podcasts teach us how to be happier, our guest Darci Lang, fiercely believes that success and happiness are simply a matter of focus, focusing on the 90% positive aspect of our reality that can transform our lives. A career spanning three decades, Darci has been sharing tough love with empathy creating perspective shifts and having an impact on hundreds of businesses in diverse industries. She helps to transform cultures, employee engagement and in turn boosts morale and profitability from farmers, iron workers, and linesmen to medical professionals, educators, and administrative professionals, her connection to her audience is outstanding. So sit tight and get ready for a conversation with Darci Lang as we chat about focusing on the 90% in your personal, professional, and spiritual journey. Welcome to the show Darci!

Darci Lang

Thank you Lisa for having me.

Lisa Peters

It is really nice to see you. It has been, I'm going say, over a year and a half since we last chatted. I think COVID had started. We chatted a bit and then we just sort of went our ways.

Darci Lang

You know it's interesting. I've never used the phrase, I never think time goes quickly but over these last couple of years, I really feel like what it's 2022? How did that happen?

Lisa Peters

Yeah, and you've been a busy lady. Every time I talk to you, you're like I got 5 minutes. And I know you're writing books and you know that's where you're putting a lot of your focus. So I'm very excited to chat with you today and we're going to start with just allowing you to introduce yourself and share with our listeners and our viewers a little bit more about yourself.

Darci Lang

Okay, great. Well, I'm 52. Born here in Canada in Saskatchewan. I was born in Saskatchewan had a very colorful childhood. I grew up and in amongst 5 different families. I have ten half and stepbrothers and sisters. And I grew up very quickly. I have been told my whole life that I was an old soul and when I was 18 I moved away from home because that's what we did in 1987. And I got a job at a tuxedo rental company when I was 18. I kind of grew up in a family where a lot of entrepreneurs and you know there wasn't a lot of money means marks for postsecondary so getting a job is what we did in our family. And I got a job at a tuxedo rental company when I was 18 years old which was very fun back then. And long, very long story short when I was 24 I bought my own store, and little did I know God's plan for me because I moved my own store when I was 24 to Regina which at least I feel like you and I have known each other like that long.

Lisa Peters

Yes, that's where we met.

Darci Lang

That was 28 years ago if you can imagine. And that led to my speaking career. My bank manager asked me a week into buying my tuxedo business what my secret was to having you know, kind of a sustenance base at 24 and the belief in myself and that resilience and all that it took to open a business at 24 and to run my own business. And I told him about this magnifying glass idea that I read in a book. That we have this big magnifying glass out in front of us and we have a choice what we focus it on.

And the bank manager said Wow that's neat. What percentage of life do you think is great? And I said Honestly Ed if you really boil down your life it's about 90%. And do you believe Lisa Friday I gave my first presentation I bought my company on a Monday. Friday I gave my first presentation and poof here I am.

Lisa Peters

Yeah. I remember coming to see you at Malabar and I was selling radio at the time. And I don't know if you ever really bought for me but you were a highlight in my day you were you were so nice. You just made me feel so good in your presence. So it is just an honor to be looking at you from here. So my question though, you grew up, I mean you said you so you had many families. You sort of bounced. Yeah, a lot of stepbrothers her stepsisters was there anyone in your life that was intentionally as happy as you are now? Was there someone that influenced you?

Darci Lang

Right? The happy piece. No, the happy piece came from me at 24. Honestly, I call 24 was what I called my quarter-life crisis. And it's so great because now I'm in my midlife I don't have to have one anymore because I've already done that. But honestly Lisa for the first 24 years of my life I was always a resilient kid but I'd been through a lot of trauma and there was some

abuse and crisis and you know some really mucky 10 percents in my childhood. And I honestly spent a lot of my life in a little bit of a victim, up to 24, in a victim mentality. And I did a lot of blaming and I was very unhappy and I was attracting a lot of negativity. But my dad was always my grounding force. My dad raised me in the early 70s and my dad was my grounding force. So in terms of a happy person, I didn't have exceeding happy around me but I had a lot of very resilient people who did a lot to overcome their obstacles and that has absolutely been an inspiration for me.

Lisa Peters

I think a lot of people can resonate with that and the great news is that if we are there unhappy we can be happy. You have proven that like find the 90%.

Darci Lang

Right. We have this profound opportunity to become where we came from or the opposite of where we came. And you have to wake up one morning and decide what you want and blaming people for your life is a very old story for most people. So how about we stop doing that, make the courageous choice to change the person in the mirror, the hardest person to change, and make those decisions every day. It's not about waking up and doing it. It's about every day turning the dial slightly. And that's when I met God too. So I can tell you more about that. I'll let you ask the questions but that was a really that was a pivotal year.

Lisa Peters

Wow. So and we're gonna come to your spiritual towards the end. It's how we sort of flow on this. So I want to talk a little bit about your professional career. I mean share with us a little bit how you became Darci Lang. You know the bestselling author and a big speaker and you know were there I mean there's a whole journey there but any pivotal moments how you got there?

Darci Lang

Yes, well the pivotal moment of being asked. Well, again I'm renting my own tuxedo store at 24 then as you also know I started a bridal show the same year. So I had this trade show business. I had a tuxedo store and then the pivotal moment came when my bank manager asked me to speak. And that's why when I mentor young people I say try everything. Like, do the jobs even though you think the job will lead to nothing. The job will lead to what you're supposed to do someday. So be open to what God's plan is for you and say yes.

Lisa Peters

Oh yeah.

Darci Lang

So the pivotal moment was standing in front of that bank employer's staff group. I can literally be there right now. I was wearing this light blue suit. It was my power suit back then remember and my husband affectionately called it my Matlock suit. And I just remember standing in that lobby and when I was done I knew. That for me was a pivotal moment. I just knew that day that I was to do this for the rest of my life.

Lisa Peters

Wow! So you have gone on. You've got many books. I've got them here. So we started with *Focus on the 90%*. And I think that really as a speaker I think that moves up your career. You got a book in hand. And there was *Focus on the 90%* then there was *Living the 90%* then there was *Lead the 90%*. And I have to say this was my favorite book. And I think it was my favorite book, so it's called *Lead the 90%: Kind Leadership*. When you gave me this book and when we met and you told me a little bit about it, I gathered a group of 10 female leaders from Saskatchewan and every Wednesday night we met and did 1 chapter. And I think that was the best part of the book is sharing the book. Because I think we all think we have it together. But sharing it with someone was the most pivotal point for me and to understand that I'm not always right. I can be better. But I just want you to talk about your books and just quickly *Lead the 90* and what's new because I think you're working on something new.

Darci Lang

Thank you. You're my new agent I think Lisa. So thank you and thank you for rallying that group. I was very grateful you did that. So the first book *Focus on the 90%* was like you suggested as a speaker to have a book was notoriety but it was also something at the back of the room. Because people would come to the conference or they would hear me at their staff event and say I really like my spouse, partner, mom to hear this message too. So it was literally the intention purpose mission was a back of the room kind of take-home idea. So I'm very blessed that that book is in its eighth edition. Then yes, we're getting to the spiritual next. But the God piece was in 2019. I'm a very divinely inspired person and I get a lot of downloads and I was given a vision for that second book. And I needed people to understand a little bit more of the raw, authentic pieces of how I have had to live my message.

You said it. We're not all perfect. And people need to understand... And it's like this Lisa, people often say to me as a motivational speaker. They'll say to me, I need proof that your message works. And I say I am the living, breathing proof that I am the complete opposite of what I ever thought I would be. Literally, figuratively, emotionally, and spiritually I am the proof. So I wanted them to know how a further deep dive into how I've had to live this message.

Then with 2020 a year off, thank you COVID, I was home. Grounded, as you know, from the event world. We all were. And again I was very divinely called to write *Kind Leadership* because I've been so blessed to sit at the back of the room as an invited speaker virtually and live and live as a speaker for 28 years Lisa. And I have watched the leader come in the room or sign in to the Zoom and Team meeting. And I have been sitting at the back of the room observing their behavior for all these years. Watching the nuances of what made people great and not so great. And though I'm a Christian woman I'm also a highly intuitive energy type person as well. And I have literally kept track for 28 years. And I thought it's time to write about what I observed and as you know I interviewed the top 20 kindest leaders I have met because I learned the best of the best were kind. And now I'm writing a woman's book *Embrace the 90%*. And God is giving me all this content to write a fifth book called *Work the*

90%. It'll be a rapid-fire how to run your business. It'd be a great entrepreneur book. So yeah, I'm so blessed, so blessed.

Lisa Peters

I can't wait for that. So you're a speaker. 28 years of speaking and then COVID. And I hate, I think I'm starting to hate the word pivot but I'm going to use it. But how did you pivot? I mean you were on Speaking again. I mean you had a new presentation. I think and you know how did that happen for you because it looks easy. You make it look easy.

Darci Lang

Oh, it was not easy. It was not easy. I think it's interesting that people say COVID "hit". I like to observe how we talk, how we think, how we treat ourselves. And the words that we use are power. And we keep saying when COVID hit our business. Didn't it Lisa? It was like a wrecking ball. It blew through my business and wiped 2020 clean. And I am blessed beyond to have the same admin assistant work with me for 28 years, my entire career. There's a seminar. But I said to my assistant Sandra, my admin assistant Sandra, Let's take the well-oiled machine that we are because we're a very well-oiled machine, and let's throw that machine away. Let's not like park it in some bush somewhere and then put it back on the track when things are "normal" again. Let's use this time that we've never had in our life to redefine who we are. And so we put a brand new machine on the track and we've been painting it and putting wheels on it and seats in it as it's been speeding down the track a thousand miles an hour. I'm sure you can relate. And we have pivoted, shifted, twirled, danced, did whatever we had to do to keep the doors open.

But I was open Lisa and it goes so well with what I preach. Rather than focusing on the 10 percents, which are the things we can't control, the things that aren't good in our life. I chose 90% of the time because some days I just walked around in my housecoat numb, but 90% of the time I would choose to wake up in the morning and say okay so what is good about this and what can I control. And it changed my business. If you really took the time in COVID to reinvent yourself and dig for what was still good, I think this has been a transformative time. I truly do.

Lisa Peters

Yeah, I like that you said you know sometimes you walked around in your housecoat because you have to allow yourself that moment. And then get up and get going but allow yourself. It's okay and then make a difference. Get up. Get going.

Darci Lang

It's so okay. That's why I don't say focus on 100%. It's not reality. It is not reality to be happy all the time. Not reality to have your business, you know, look good all the time. Your business doesn't go well. Your marriage isn't perfect. My motherhood, I'm not a perfect mom, right? But the ability to say okay so I'm feeling 10% today that's important. We all know people who shove down how they feel Lisa with drugs, shopping, Facebook, gambling. That's not healthy.

Talking about how we feel is a healthy thing. But as you know I have a very strict 3 times complain rule. And I don't complain about anything to the person in the mirror more than 3 times. I don't complain about anything in my business more than 3 times without having a solution meeting. Air how you feel. Get some air on that and light on that. But then on the third time stop complaining, look in the mirror and say okay it is what it is. This is my new normal. My current reality. This is COVID. This is my business. What do I need to do to change this and make it the best I can? Not them. Not your ex. Not your... You, then your life changes.

Lisa Peters

So what are you personally doing to stay positive and what advice would you give others during this time?

Darci Lang

Okay, oh how much time do we have Lisa? What I'm personally doing to... Okay, I call it feed me first. Now so much I'd like to say to that but I'll just give you the high level. I call it feed me first. So I feed me mentally, physically, spiritually, and psychologically. Then I the four-legged and two-legged in my house, and lately, I love the four-legged and way more than the two-legged. And then I feed the world. And I think what happens, especially when we grow up with the beliefs, love thy neighbor belief system, we're taught to feed the world and serve the world. Then we gave scraps to the people that we loved and we had nothing left for ourselves, especially as women. And I came into a Christian faith at 24 having no religion base before that. And I meet a lot of women who are very tired and very worn out and very unhappy because they are serving the greater good and that's wonderful and lovely and we need you. But we're far greater healers in the world if we heal our own wounds and look after ourselves first. So the key to answer your question for me from a happiness standpoint is to constantly look at the person in the mirror and say what does Darci need? What do you need to be rested, nourished, and taken care of so that you are upright and full then you can fill from the place of fullness, not depletion.

So that's been very important over these last couple of years is ruthless self-care. Ruthless. Even if no one taught you how to do it, that's an old story. It's like saying nobody taught me how to be happy. Okay, so what are you gonna do about that. Well, no one taught me how to take care of myself. Even older story. Just do it already. Quit self-sabotaging for what? Believe you're worth taking care of.

Lisa Peters

Are your kids as awesome as you?!

Darci Lang

Oh, we have epic children, really epic. And we had some really real-life challenges, Lisa. Like again I live what I preach. I don't have a perfect family. We've really mucked through some really difficult times in our family but I've always given my children tools. And the most important thing is I've handed them tools to carry their own toolbox. I have this new saying in

my house that I don't give free speeches to people who don't want to hear them. And I'm at the point where my kids are tired of speeches. And I said perfect here's the toolbox full of tools of all the speeches and things that I've given you now you get to go live your epic life. So they are, but at not at the price of us not dealing with some really serious stuff in our house.

Lisa Peters

So you sound like the grounding force in your family. What do you do to be the grounding force? Is there anything words of advice on being the grounding force?

Darci Lang

Yeah, the grounding force is, I'll go back to what I just said, it's making sure that I'm fed. And making sure that I actually, literally, figuratively feel my feet on the ground because I'm a high energy but the brain never stops, writing books all the time person, especially during COVID. Lisa, you know what I noticed, that wasn't serving the people that I love. It honestly was hardly serving my audience right now. We didn't need a motivational speaker. We needed somebody who brought all that down to a real grounded place and said Okay, this has been tough. I'm not glossing... people died. There was people lost their jobs. They haven't seen their families. They haven't seen their people in elder care. The mental health of the young people. Lisa, you and I've talked about that so many times. You've done so many podcasts and you've done things on the impact of the mental health of our youth. This was very real. So in that realness what could you do? Be a grounded solid force for the people around you. And in doing that all I did Lisa was make sure that the ruthless self-care pieces were there. I was rested. I was nourished. And I was taking care of my mind. Very important. I didn't watch the news I wouldn't do any of the things that were toxic. That would not help me feel grounded.

Lisa Peters

So we've talked about your personal life. What about your business? What did you do in your business to stay healthy during this time?

Darci Lang

Well, I got a realistic view of what was about to happen. So when it hit and wiped out all of our live events, I had to have a realistic view on I'd never done a Zoom call but before March 2020. I never I never had to rely on any technology. So I got really good at learning what I needed to learn to make sure that my business was viable. So as a person I stayed grounded but I also looked at, okay so if this again the use of the words is my new normal, my current reality, quit fighting what it is. It is what it is. Buckle in, embrace it and show up positive and grounded for your business as well. So adapting to what had to happen. It's like having a job and complaining about what was, what it used to be like here. So what? That doesn't make today any better. Show up for what it is today and do the best you can do and I made lots of mistakes and it's all good.

Lisa Peters

Has it been hard for you to transition to the Zoom because you are on fire when you're on a stage you? You're moving and it's exciting. Has it been hard?

Darci Lang

You know what I made... I'll tell you a big mistake upfront, Lisa is I invested in all the gear which is here right now right? And I was going to do and everybody was doing PowerPoints and slides and music and rooms and... So I tried and then I thought you know what I'm going to bring my authentic, the same person I am on stage, I'm going to bring my real authentic self to my virtual presentations. I don't do PowerPoint on stage. I carry a microphone. Why am I learning how to zoom in things that never work for me anyway? So what I did was show up my authentic self. I feel very proud of the connection I've had during but through my Zoom events but I desperately miss the human connection, desperately. So I tried as hard as I could to look into this little camera and make it work was to resonate out to 400 people but I cannot wait to carry that little tiny little banquet room coffee around a banquet room again and meet the people and hug. I'm a hugger. I just can't wait. I can't wait.

Lisa Peters

You are a hugger. And yeah as I was planning for an event having conversation with a client and I was just in a LeaderImpact forum and the speaker was talking about events and exactly like you. Like we just have to move with it. This isn't going away. This new normal like you know move along. And events are really going to change because people are looking for that personal touch and that experience. And I'm craving that. You don't need to blow me away. I need to just... I need an experience like I just need to be there.

Darci Lang

Right. May I add another layer to that? So I keep saying to my motivational speaker friends, why don't you use this time now to become the absolute best version of yourself. Because when this is over, I don't want to crawl back to my normal life you know, personally or professionally. I want to bust back running into my life. And every choice I make every day at least at 90% of the days to wake up and take care of me will determine how we pop out. And how will you be remembered by your team as a leader as an impactful leader? How will you be remembered by your team? Did you show up? Did you show up what you wanted them to be and show them what it looked like so that when this is over they will have felt supported and loved by you? Or did you show up half-empty? And I think it's never too late to stop in the tracks and say what do I need to do to be the best version?

Lisa Peters

Yeah, that's really been coming to me just the words, just show up. Just show up for me. You know if I ask you to be there like because there is so much emptiness, sadness, you know people are struggling. If I ask you to show up, just show up. So I love that

Darci Lang

And stop for yourself first. Even if humble, pious, learn not to show up for you. Believe you are worth showing up for. Then you will naturally show up for the people that you love with less feeling of martyrdom. And then you just have this full reservoir to give from. Not at the expense of you but it just adds value to your life then to feed your neighbor because you're fed.

Lisa Peters

Yeah, good. Has there ever been a person in your life that has had a major like a major impact in your speaking, in your writing, has there been a person, one?

Darci Lang

So many, so many. I've always sought mentorship. Like at my quarter-life crisis at 24, I became quite a junkie for motivational books and seminars and personal development and all that. And so there's many people I credit that to but I've always been... Because I really admire my father so much and so I've always been somebody who sought mentorship. I have never had a career that I have not had an army of people in that industry who are a support to me. It's so important. You're doing that with what you're doing right in your group having that colleague base of people to be able to bounce things off, essential. And now I'm passing the torch and giving it all away. And happy like I'm an open book and mentor all kinds of young people. Ask me anything I'll tell you anything and give it all away.

Lisa Peters

What advice, since you were talking about the young, like what advice would you give the younger leaders coming up?

Darci Lang

Oh, my advice would be the base of my new book is to be kind. I don't care how smart you are, what you look like, where you come from, how many letters are behind your name. I don't care. I care, did you show up kind? And kind leaders will change the world. You and I are parents to young adults. I've had an opportunity to informally and formally crowdsource all the kids who've eaten my food over these last few years. And you know they will not work for unkind people. They won't they quit. You and I stayed, they quit. Because they will not work for... They don't care. They want to work for and for kind. I've watched my daughter do online schooling for the last two years and the difference between liking the professor online and not is whether or not they're kind. So I really admire, I really inspire young people to be kind. Learn how to be kind to yourself and go out to the world and be kinder human beings. Sounds simple but I challenge you to Google how to be a great leader and find me one article that says you should be kind first. They'll say be punctual. You know, be accountable, be innovative, be creative. But what about the kind. Because haven't we all worked for somebody unkind? Powerfully affects your life. It's not cool.

Lisa Peters

You don't forget it.

Darci Lang

No, it's not cool.

Lisa Peters

It eats at you.

Darci Lang

Yes and affects your family. It affects your mental health. It affects...

Lisa Peters

You bring it home.

Darci Lang

Yes, so what if young people just got it and they were kind.

Lisa Peters

Yeah, good. All right, we're gonna transition a bit because I know you have a bit of a spiritual... I don't even know it. So I'm excited to hear a little bit about your spiritual journey.

Darci Lang

Oh okay. Well again, 0 to 24 I had no reference for God, church never been to church, funerals weddings nothing it was quite unique. So when I met my handsome farm boy in the bar 28 years ago he was Catholic. And my husband said you know it's really important to me that I, you know my mom's, he's a baby boy of a Catholic mother, and he said you know it's really important to me that would you consider even looking into this. And I thought you know what, sure I had no base for it.

So I remember the first time I went to church, it's in my book, but I had this perception of Catholic Church to be like a 300-year-old you know guy who looked like the Pope, leaning over the altar giving us some sermon for 3 hours. Like I just had no context for what a Catholic Church would look like. So I'll tell you the full story. So I walk into this Catholic Church with my handsome new boyfriend and his mom, who was like it was our biggest fan. And you know I wore my cotton dress and I didn't wear very much makeup and I was all you know, very sweet. And then I showed up at this Catholic Church and this handsome priest is standing at the door I'm thinking Well, he can't, he's not 300 so can't be him. Eddie looks at Darren and Darren grew up going to this church so he looks at Darren he looks at me he looks at Darren he says where did you pick her up? And I just burst out laughing. Like this is not what I expected to hear right because I was new in the church and here he has a new girlfriend.

That was just the best because it just set the tone for me on okay, this is a more real experience than I thought. And having grown up in a very colorful childhood to meet families

with five, six, seven children and the same parents, huh? That was a novel concept. And then I started to meet some of the most loving people who had scripts for how to raise children and scripts for marriage that I'd never had an experience of. Honestly, I was baptized when I was 24 and I felt like God opened this portal of, I can't explain it. We need a whole 50 minutes to do it. But the portal opened up for me. My life changed that day and I know it sounds pretty cliché. But I remember Father Joe Ballser who baptized me, you might have even knew right? I thought you might. Yeah, I'm on stage you know this big formal baptism thing as an adult. Of course, my mother-in-law beaming in the front row right? And leans over to me and he says Hey, Darce. This is a chance to wash away all of your sins. And I smiled back at him and I said do you think we have that kind of time and so that was my experience and it has changed my life. It truly has. I am, again being an energy person and an intuitive person, those are all God-given. And people say we can't talk about energy and talk about God. I say God's given me all of these gifts.

So I am just so beyond blessed again I feel very divinely called and in my work. My business is 100% referral. I am blessed with yeah I can't tell you how much download I have for books. It's just God is constantly filling my heart and my mind. I'm very blessed.

Lisa Peters

Oh, that's a great story, Darci. I knew none of that. I know Darren. We went to school together, high school and so I mean I know Darren. But yeah, what a lovely story. So can you share any moments where you've combined your faith with your personal and your professional. And really it's a tough gig I think for some people. Personal is one thing but professional. You know, are you careful?

Darci Lang

Oh no! I wear my Christianity on my sleeve all the time. I talk about God all the time. I say God this God that and people able say oh you shouldn't mention God. What? Weird. Why? I've spoke to let's see in 28 years thousands and thousands, tens of thousands of people. I've had three negative evaluation forms in my whole career. Three. I'm not saying people didn't think it. I'm not saying they didn't go and tell their friends things. But I've had three caustic evaluations about you shouldn't mention God. Three, in the tens of thousands of evaluation forms.

And you know what, Lisa? It's not, it's very interesting. Coming into the Catholic faith at 24 years old with zero base and it's like my friends are like why did you pick such a hard religion? Why don't you go be united or something easy? But when I became baptized as a Catholic person I went through the RCIA, Rite of Christian Initiation of Adults, with Darren, which was very cool for him because I'd be like why do you do that? I don't know. Why do we say that? I don't know. He didn't know he was a cradle Catholic and he just did it. So we learned together.

But I was very confused. So one day God made all this? And why did Eve have to eat the stupid fruit? Why did she focus on the 10 percent? Why did she focus on the...? Like I had a lot of questions. And father Joe, who I went through that journey with, said to me Darci I'm just gonna tell you one thing. Do you want to know the best way to be a Catholic person? I said yes, just sum it up for me. He said just go be love in the world. Just go be love. And let people see what God has done for you in your in your actions, your behaviors, your joy. And if you go out joyful and happy you don't have to say anything and they'll know. And so that's been my base. So I don't have to profess it. All I have to do is live my life that shows people, yeah God's in there because I'm happy and joyful and grateful. And to me that's... What are you going to do about that?

Lisa Peters

Yeah, I love that because I think I believe that I think yeah I want people to know I'm a Christian by how I act how I what I talk how what comes out of my mouth. You know I want people to know. I don't need to. I don't want to have to say it all the time because I will you know you have those three remarks on evaluations that you know whatever they said, which is less than 10 percent, so yay.

Darci Lang

Right. So what? And again, let your behavior... It's not just Sunday morning. You know you can go Sunday morning and you're nice to everybody. The goal everywhere you go is like, I imagine it was easy for me to get around the God concept because I love my dad. So the concept of a father and a brother, I consider Jesus my brother, I just think of Jesus is in here with me at the grocery store. What would you want me to do right now? In my marriage like I don't have the perfect marriage. I'm not a perfect mom I'll yell at my kids. I fight with my husband of course. But I think a lot about my brother. You know and I walk with him when I walk in my cemetery here which is my go-to peaceful place by my suburban home. I literally walk with him. Sometimes I hold his hand and I talk to him like he's my friend. And so I had to cut through some of the Catholic bits Lisa to get to the point of no, no I'm not fear in sin and fire and brimstone I didn't focus on any of that. I just took the love pieces and the fact that I am supported by this these people who love me. Very cool. How could you not be proud of that? It's great. Changed my life.

Lisa Peters

Yeah, because it is yeah it's a relationship. And God's open 24-7-365 right?

Darci Lang

Even in the 10 percent times.

Lisa Peters

Right! Yeah, I used to have...I had, I took a seminar and it was you know if you're struggling praying so have a seat beside you that's empty. Pretend God's in the seat and just have a conversation. And for a while, I had to do that. It took me a time to pray and I was like yeah

we're just gonna have a conversation and it's still just a conversation with God and I love it. It says...So when I'm driving in my car. Sometimes my lips move but thank goodness for car phones because then people think you're on the phone. It's like I was just talking.

Darci Lang

Right. Because I learned through my journey and faith that that means as much to God as it does to you. And I've learned the most perfect for me, the most perfect prayer is thank you. If you do nothing else, say thank you. And even in times where you're low. Thank you I woke up today. Thank you I have a home. Thank you I have food. Imagine doing COVID in a Third World country? In a refugee camp? Like there isn't a day that I do not reflect on how grateful I am even in the worst times of my life Lisa. And we've had tough, tough times in our family. And even at the worst, when you're on your knees you can still scrape for what is good and believe. You know if I fight with my children I say do you know God pick me to be your mom? Like I'm supposed to learn from you and you're supposed to learn from me. You know it's not going to be perfect, but let's learn what we're supposed to be here together to learn.

Lisa Peters

Yeah, you're... just love listening to your Darci.

Darci Lang

I'm a big Lisa fan.

Lisa Peters

A lot of love going on here. So LeaderImpact is about your impact through your leadership. And you are an impactful person and an impactful leader. But my question I ask everyone is have you considered what you want your faith legacy to be when you leave this world?

Darci Lang

I think we've kind of summarized it. But I want my faith legacy to be that she was kind. That's it. That's it. I want people to remember the kindness and not just sort of publicly but just that undercurrent every time you let somebody in, every time you pay for the coffee, every time that you buy that young mom's groceries. Like just like look for an opportunity every day to say how can I bring kindness to this situation because kindness is love. And that's where I want to be my faith legacy to be. Not in what I said. What it professed. How many crosses I had hanging in my house. I wanted just that simple basic, she was kind. That's it.

Lisa Peters

She was kind. That's awesome and my last question, which you know I ask everyone as well is what brings you the greatest joy?

Darci Lang

To be alone but especially right now right?! But desperate alone and it took me a long time Lisa. I had to wrestle through some serious demons in serious fear. And I didn't want to hear the voices in my head I didn't want to hear what happened when I was alone. And I worked

really hard on that with lots of counseling and support to get over the fears and the trauma and the triggers. And being alone. I asked for alone for my birthday. Like you have to get out here so I can be alone. So desperate, desperate alone is the way that I find the greatest source of joy. And I have different varying degrees of alone but alone I love being alone.

Lisa Peters

Well, I haven't heard that Darci. And you know it's funny because I've talked about alone versus loneliness. Two very different words. One I chose. I chose to be alone. You chose that for your birthday. Loneliness is just being so like, you're not choosing it. And I found as an entrepreneur and I don't know if you found this but, we're alone. We work alone. And I sort of crossed over to lonely. And that's when I got sad. And realized how hard I had to get out to meet you know because alone time is awesome. But sometimes you're just alone too much right? You need to get out. You need to connect. We need to have relationships.

Darci Lang

Agreed and that's what you're doing. That's what you're doing with the network of leaders that you have across the country. And we motivational speakers have a network and an association as well. And that's really important to stay plugged into. My husband's a speaker too. So that's really cool. So we get to bounce ideas off each other. But I balance the, if I feel lonely I allow that feeling. I remember I always have God with me. I allow that feeling and then I do you know the three times complaint. Okay I've been lonely for three days, eww. What do I need to do to reach out, to go out. You know, do something that makes, cuts the loneliness for me.

And then you know...I loved when I was going through this, sorry that's a long answer here. But when I was going through this Christian journey I met one of the most beautiful Christian women I'd ever met. And she said whenever she was, she brought me to this idea of offering up. I'd never heard of this term before. She said if I'm ever sick, say home with a cold, I offer that up to every woman who has a cold with nobody there to love and care for her. And so the loneliness piece for me, sometimes when I'm lonely I just offer up prayer to the women in that we don't know who are so desperately lonely, who don't have the means you and I do to go do something joyful or a friend group to reach out to or a husband who's supportive or a partner who's supportive. And so that's really helped me in loneliness times they say oh there's a sweet soul sister out there somewhere who's lonely without their support that she so desperately needs.

Lisa Peters

Oh, you're just lovely Darci. Thank you for taking this time with us the last 40 minutes. It's just, you know, every time I make a podcast my cheeks just hurt because I'm smiling and I just I love every minute and I think all these podcasts is just a faith walk. And it is for me too to hear other people's stories. So thank you for spending this time with us and you are and when you say focus on the 90 that is you. And when people say like you know walk the talk. Yeah, Darci Lang walks the talk she is focused on the 90.

Darci Lang

Thank you for that.

Lisa Peters

So if anyone wants to contact you, Darci, wants to contact you or get in touch with you. How can they find you?

Darci Lang

I'm Darci with an "i", D-A-R-C-I L-A-N-G. my sweet sixteen-year-old mom said if she is a boy put a Y on it. If it's girl put an I, so I was destined to be Darci so it's darcilang.com and of course, I'm Darci Lang on all handles social media and of course at my website and books are there and all that.

Lisa Peters

Well, thank you again. I've had a wonderful 40 minutes and it's always a pleasure, and around the world, people are listening and I know they'll get in touch with you. So thank you. Thank you! Thank you! Thank you!

Darci Lang

Thank you. Grateful for what you're doing to spread kindness in the world. Lisa thank you for that.

Lisa Peters

Well, that ends our podcast with Darci Lang Darci with an I. We hope you enjoyed our time together and thank you every one of you for joining us. If you're part of LeaderImpact, you can always discuss or share this wisdom with your group. And if you're not yet in a LeaderImpact group we would love to have you. So check out our groups available in your area at leaderimpact.ca or get in touch with us and we will connect you. Stay in touch with our newsletter at leaderimpact.ca or on social media or get in touch with us at info@leaderimpact.ca. And if you like this podcast please leave us a comment, give us a rating or a review and this will help other leaders find our podcast. Thank you for engaging with us and remember impact starts with you.