

So, hi, Adeesh. How are you? It's good to meet you.

Adeesh: Very good, Jerry. Uh, thank you for having me here. Great to be ...

Jerry: Ah.

Adeesh: Great to be here as well.

Jerry: So, um, before we get started, um, I'm sensing a little nervousness; is that right?

Adeesh: Totally.

Jerry: Yeah.

Adeesh: Absolutely.

Jerry: Yeah. So what are you nervous about?

Adeesh: Well, Jerry, I ... when I wrote into Reboot couple of months ago, it was just a spur-of-the-moment confession.

[00:03:00]

Jerry: Mm-hmm (affirmative). Hardly would thought of ...

Adeesh: Well, Jerry, the confession ... and then when Dan said, "Hey, would you like to be on the podcast?", I said, "Sure." I've heard a couple. I've connected with them, which is why I had written in.

I hadn't ... at that point I didn't know how this worked. I hadn't heard other recordings, so the nervousness comes from ... and- and I would say nervousness and excitement comes from the very fact that, um, I'm having this conversation with you, which wasn't the- the intent with which I'd written, uh ...

Jerry: Hmm.

[00:03:30]

Adeesh: So, I'm just grateful. So, it's- it's- it's twofold.

Jerry: Hmm. Well I'm honored that, in effect, you're nervous (laughs). Um, I ... no, it's all seriousness. I'm honored that, uh, you wrote to us, and that you shared with us, you know, the- the things that we'll be talking about today and- and then some.

[00:04:00] And I think that, uh, one of the things that makes this podcast so special, is the willingness for people to show up and be real. And I think that, uh, it's a ... it's actually a community effort, because it creates this lovely experience for people to listen in in some ways to a conversation between myself and someone else, and that ... in your regard, and to imagine themselves in those shoes. And then, therefore have that, um, us, empathetic experience. And your willingness to do that, I think, is really, really powerful.

So, before we begin, why don't- why don't we, um ... tell us a little bit about yourself. Give us your full name and a little bit of your background, and- and what brought you to this conversation in the first place.

[00:05:00]

Adeesh: Sure. So, my name is Adeesh Agarwal, grew up in India, went to architecture school thinking I would start my own practice. It's one of the few degrees ... one that you can start your practice right after graduation. Been doing that for two decades and when I did, um, started a business of my own. It was to enable other architects and designers to build out their practices.

[00:05:30]

In that course of, uh, time, in between, I spent time from architecture doing real estate, um, and from real estate, went to business school in the U.S., and, um, took an experiment for a summer at a medical devices company, wondering, hey, who's going to give an architect a job with a medical devices company? And that turned out to be a brilliant experience for four years. So, post graduation as well working on epilepsy, aneurysms, things, you don't- you don't feel unless a loved one comes around and has those issues.

[00:06:00]

Um, and then for personal reasons, moved back to Singapore. Um, continued in the healthcare space that led me to healthcare start-ups, then led me to other start-ups, just working with them. One of which was targeting, uh, furniture, uh, retailers brought me back into the world of design, and- and- and, um, architecture.

[00:06:30]

And, so, started the company called Design Creators, uh, two-and-a-half years ago, which is with the intent of enabling a designer to start their own practice, which has been a dream ... every designer that goes to school saying, I want to have my name on the board. I want to have my own practice and my own thoughts out there.

[00:07:00]

Well, um, in April of this year we decided, it's not working. We tried to do different. It didn't work. So took the decision to say, okay, done. We need to close this. Um, we informed our investors. And when I wrote in, it was the whole struggle of saying, okay, it's done, and letting the mind take that step. And then when you go out and have the conversation saying it's done, um, the natural question that you get is, okay, so what's next? And so what to his friend.

And at that point, in some ways we are at our weakest, because you are like, ah, things didn't work. You had this dream, it didn't work. But, yeah, but it's the right thing to do

[00:07:30] is to close it down. Well, what is your strength? And- and- and I continually have those conversations, and I realized that, um ... that for most, I couldn't be boxed into a function, a industry.

And that was- that was hard for me to even just sell my, uh, my whole experience. I ... and when I use the word sell, it's- it's ... I don't want to demean it, but it's- it's just sharing that experience. Because most clutch, you know, high [inaudible 00:07:48] people just go, what? How do you want to be here from medical devices? What are you doing in design? And the design world is, what is Medtronic? What is medical devices?

[00:08:00] So, the- the- the difference kind of hit hard just when you've made that decision. Um, and so that's when I wrote in. Um, I want to thank, actually, Dan for- for taking me through where his resources that I could, um ...

Jerry: Mm-hmm (affirmative).

Adeesh: Work with during this period of time, and- and today I continue to struggle to find that inner self that is driving me to make these decisions. Uh, but I ... but reflecting is also being a responsible dad, husband. Um- um, because a lot of the- the changes that I've made in my career, to start in new industries, new functions, new geographies. Yes, all of them were driven by personal decisions, and for- for the family that had just also caused an unstable environment, uh, from a security per- perspective.

[00:08:30] Having said that, I mean, the family has been awesome. I- I have to say after hearing, reading all the other [inaudible 00:08:54] going through similar issues, I'm not alone. My family's still with me, so I feel so thankful for that.

[00:09:00] Jerry: Yeah. Thank you for that.

And- and I just want to, um, I want to recognize that there's a whole roller-coaster feeling in what you just shared. And, um, there's the enthusiasm and the excitement of your own journey, of your discovery.

[00:09:30] There is the, um ... just the delight of having had such a powerfully- power- powerfully supportive time at Medtronic. Um, the fear of stepping out on your own and starting your own business. The- the pain and I- and I love the way you pivoted from the word pivot, because I'm imagining that there was a little part of you that said, no, no, no. I'm talking to Jerry. I'm actually gonna talk about what's really going on which was that we decided to shut it down.

[00:10:00] And you're smiling, and you're nodding. It's great. There's a little bit of that.

Adeesh: Yeah. So I don't want to use the words that, you know, people [inaudible 00:10:09] need to use, I just want to be myself, so (laughs) please.

Jerry: Yeah. Yeah. Yeah.

And I appreciate that, 'cause I think that one of the things that, um, I have come to learn about my own self is that the way through difficult times, and- and you're in a time of uncertainty.

[00:10:30]

Adeesh: True. True.

Jerry: Right? And that the- the- the way of ... through on certain times is to double down on connectedness to self. And not in a narcissistic way, but a connectedness to that inner, um, compass; that inner guidepost. And- and I recognize all that you're carrying with regard to this.

[00:11:00]

And, um, I have in front of me, uh, some of the email exchanges that you've had with Dan, and I appreciate being able to sort of read through that and- and really get a sense of your journey. And- and I recognize, too, that you've been doing some- some work ... some of the work that [Riefler 00:11:19] puts out there. Um, so you're- you're- you're a brave soul.

[00:11:30]

And in this note, uh, the- the latest note that you shared, I- I note that you, um, you speak often about your family.

Adeesh: Yeah.

Jerry: Yeah.

And you speak often about taking care of them and providing for the family. I think the line here is, "Providing for the family's extremely important." I think there are like five or six versions of the same statement in here.

Adeesh: Yes.

[00:12:00]

Jerry: Including this line, "I need to ensure I don't fuck it up for the family."

I'm going to need you to just use the word unstable.

Adeesh: Right.

Jerry: What's that about? What's that about, Adeesh?

Adeesh: Great. Um, fortunately the time in Medtronic gave us some resources that allowed us to ... I- let's go back.

[00:12:30] When in school, in some ways I felt I got the opportunity to take risks in my career choices. People who just obsessed that my dad worked hard for.

Jerry: Hmm.

Adeesh: Starting right from the bottom moving up. And, that gave me a sense of freedom to do what I wanted to do, and they allowed me to do that. Um, yes, true, journey's been- been fortunate to working at ones that- that- that took very good care of us.

[00:13:00] But then there's still been times, even now, where I have to call back to Dad ... and Dad ...ask Dad for help, and say, hey... um, actually, he knows. I don't ask. He knows (laughs). He's my dad. That's what he knows, because you- you've already cut it to the bone. Yes, you need to move on, um, but do not cut it to the bone that you impact, uh, the family.

[00:13:30] My wife is also, essentially, whatever that comes through, goes out of the door. Uh, right? So we- we're ... and I've been doing that way too often, uh, i- i- in the last three years. And part of it is it's a start-up, part of it certain decisions I made, um, when ... in-

[00:14:00] into ... when we left Medtronic, it was purely a personal decision, and- and I didn't expect professionally for it to hit so hard. And, so for a year it was difficult to get back in, because it was- it was, uh, moving back to Singapore was people who said ... and I was looking for a job ... said, how can someone leave the U.S., leave Medtronic? There must be something wrong. Um ...

Jerry: There must be something wrong with you?

Adeesh: Yes.

Jerry: Hmm.

Adeesh: Yes.

Jerry: Hmm.

Adeesh: And- and eventually, you break down that and- and you find something. And, then I left a job there. I have to share the ... you know, I would come back home like happy with the values and got to a point where I was- I was taking out the frustration of the job on my little fella, who's two at the time. He had no fricking clue. He still doesn't.

[00:15:00] Um, and in this ... very quickly I realized, this is not me. This is not what- what I believe in. And, so again, I walked out of it, and- and starting my own, was also not that, voila, here's this opportunity. Let's just go after it. It- it took it's own course where ... and- and when I talk about unstable, during this period of time, there was very little cash

flow. So you're still depending on the savings that one had. And- and I was doing different things, working with start-ups, helping them out.

And then this came about, so I wrote a business plan and got one of the professors from Michigan to say, Adeesh, I believe in you, here you go. And ...

[00:15:30]

Adeesh: Wow, this is real. Uh, and that- that boost carried forward to- to start something. Um, so but even in that process there's- there's ... you very well know that you know you're working within very limited resources. Then ... so a lot of times I wonder have I done enough? Am- am I- am I asking too much of the family, uh, and not providing back enough?

[00:16:00]

And that's why two months ago when I wrote to Dan, it was about me trying to find my inner self, but it's now trying to balance it for the whole- for the family that I have, because that's one of the most important things that- that got me ... which is why we moved from even the U.S. back to Singapore. And, so, um, so, yeah. Uh, that- that instability that one has caused in the financial base to the responsibility and- and inner self of staying true to that freedom and the values that one works with.

Jerry:

Mm-hmm (affirmative).

Adeesh:

It's a ... I haven't been able to find that intersection of those three things.

[00:16:30]

Jerry: Yeah. Yeah. It's, uh, I want to have work that doesn't suck the life out of my soul. I want to have work that creates safety and, um, opportunity for my wife and for my child.

[00:17:00]

Just one child, right?

Adeesh:

Yes.

Jerry:

And, I want to be able to create se- ... a sense of stability and sense of progress in my life.

And I note from all of this, that ... and you're 40 years old.

Adeesh:

(Laughs)

[00:17:30]

Jerry: And you're 40. And that's- that's- that's this magical tough time where the sense of who we are and how we manifest it in work starts to become really cooked, and then we've removed, in effect, because of circumstances, we've removed a pillar, right?

[00:18:00] So, I was going to be an architect and then I didn't become an architect. I'd be ... I joined Medtronic and then I- I kind of reentered the architecture but from an entrepreneurial place where I was going to provide a platform for people who were going to be like me, but then it didn't work, and now what do I? And am I broken?

[00:18:30] And, forgive me, but some of the advice you're getting is bullshit, 'cause the advice that you're getting is, what are my strengths? As if this is some sort ... merely, some sort of intellectual puzzle, where all you had to do was figure out what you're good at and go do it.

Am I naming something here?

Adeesh: Yep.

I struggle with it, right, because I couldn't ... I mean ... Oh, God. Every time I have to go and say, oh, this is a ... create a story that ...

Jerry: Mm-hmm (affirmative).

[00:19:00]

Adeesh: I know some of that story may not come from within, and do I want to do that? I ... the short answer's no. No. And- and ...

Jerry: Well, you can't. You can try, but it's not working.

Adeesh: Yeah. True.

Jerry: Right? I mean this- this is the conundrum is all that ends up happening is you end up doing ... you end up trying on various new masks only to find that none of them fit. And then when "you don't get hired" or you haven't, um, magically hit the button to create safety for the family, the only thing you can conclude is that there's something wrong with you.

[00:20:00] Yeah. You just took in a deep breath.

Adeesh: Well, um, now I take more deep breaths thanks to the advice that ...

Jerry: Mm-hmm (affirmative). Yeah.

Adeesh: Yeah.

Jerry: So- so what if there's actually nothing wrong with you? What if- what if this is- what if it's not supposed to be a straightforward path that's up and to the right, always leading to clearer and clearer explication of who you are? What if this twisty, windy

[00:20:30]

[00:21:00] road that you've found yourself on is in fact what it's supposed to be? What if this is your path right now?

[00:21:30] So, I say that because part of the question that you seem to have brought in was what is my strength, and I just want to acknowledge that behind the question of what is my strength is a deeper question. What is that question?

Adeesh: Who am I? What am I good at?

Jerry: And if you knew those things, what would it do for you?

[00:22:00] Adeesh: I would focus my energy to find a location that would allow me to be who I am.

Jerry: Okay. So, this is the logic. I'm just going to reflect it back. If someone tells me who I am, then I can be who I am, or I short-circuited it. If someone helps me figure out who I am, then I can get a job or create a work scenario where there's a new entrepreneurial endeavor, where I can be myself.

[00:22:30]

What's the challenge with the logic?

Adeesh: Depending on others.

Jerry: That's right. It's depending on others.

[00:23:00] Adeesh: So, how does one ... Jerry, how does one look inside and find that one self?

Jerry: That's the question. That's the question.

[00:23:30] How does one look inside to discover who I truly am? I ... this may be heresy in the coaching world, but it's not by doing an assessment test of your strengths and weaknesses. Those are helpful. Those are important, but the deeper question here is existential.

[00:24:00] Now, you've given yourself some really important clues. You said, "I need to ensure I don't fuck it up for the family." So, what does that tell us about Adeesh's values, especially as they relate to family?

Adeesh: I need to take responsibility. I need to be there for them.

[00:24:30]

Jerry: What does that tell us about what Adeesh believes to be true about being a good man? What does a good man do, Adeesh?

Adeesh: Take care of self and family.

Jerry: Mm-hmm (affirmative).

Adeesh: Brothers, too. Brothers, too.

Jerry: A lot of people don't understand this: the way men will orient ourselves around this question of taking care. And I am absolutely certain that people who identify as other than men, may feel similarly. I don't know for sure, though, because I don't live in that body.
[00:25:00]

Adeesh: Mm-hmm (affirmative).

Jerry: But I can tell you that I have grappled with these same questions myself. What does it mean to be a good man? What does it mean to be a good son? What does it mean to be a good husband? What does it mean to be a good father? And how does that relate to myself?
[00:25:30]

Is this having any resonance?

Adeesh: Yep. I mean, it goes back ... I mean, I provided for them. Right?

Jerry: Your dad provided for you.

Adeesh: He allowed me to take risks. Um, am I able to do the same for Vihaan That's my son.

[00:26:00]

Jerry: Yes. Yeah. Now we're getting to some of the core questions here.

How can I provide for my son the way in which my father provided for me? And still provides for me, doesn't he?

Adeesh: Yeah.

Jerry: Yeah.

Even if it's just emotionally.

Adeesh: Yep.

Jerry: Yeah.

[00:26:30]

Adeesh: It's tough for him, too, Jerry, to see that ... for Dad to see that I haven't found what I'm looking for.

Jerry: Mm-hmm (affirmative).

Adeesh: So it- it- it comes from their own thing of seeing their son being, I don't know, safe, secure, stable. Um, then it's also internally saying, have I sought stability in my career choices? Mm, probably not. That hasn't been the reason I joined a firm or done a venture.
[00:27:00]

Jerry: Yeah.

Adeesh: It goes back to in- in- in architecture while I was working for an architect, he literally pulled me aside and said, "Adeesh, you ask too many questions as to why are we building this. Why are we doing this. Why are we doing that. You should do real estate. Don't do design (laughs). That doesn't seem to be your passion."
[00:27:30]

And I didn't even know ... In India at the time, real estate was a ... as a formal industry, was a new industry. So, okay, sure. Research, cold-call, found a job and do it. Started working on it. Realize I couldn't fricking understand what a balance sheet is. Um, so came out to the coast, and ahead and work in real estate. And- and- and then, even in business school it was, do real estate. Yes, seeing some success in that. Let's do something new. Let's- let's just put your mind into something that you've never done.
[00:28:00]

And don't ask me why Medtronic (laughs) decided to give me that role, but I just said, three months, what's the worst that can happen? And that three months when I- I still have my five years (laughs) ...

Jerry: Mm-hmm (affirmative).

Adeesh: achievement [inaudible 00:28:23].

It was just an amazing thing for letting someone take a risk. It- it wasn't the stability that Medtronic provided. It was the sense of freedom to ex- explore that- that it provided that resulted in the experience I had.
[00:28:30]

And that's what's- what's- what's ... with the responsibility of the family, that sense of freedom to- to explore, to- to be out there and- and find connectivities between things, seeing things from different angles.
[00:29:00]

I mean, Medtronic, it goes back. Um, I was interviewing all this [inaudible 00:29:06] doctors and biomedical scientists with- with, uh, business degrees. And I said, you know what? I couldn't match those people at all. They're brilliant. The only thing I could do is look at it as a patient. That's my only friend in all of this, and then so when I look at any material that's gonna reflect on how a patient probably see it, because they'll have no clue, which is what I have right now.

[00:29:30]

Jerry: Um, that- that excites me to see things from a- from a new perspective. Uh, from- from- from a perspective that it's being built for. Um, yeah.

I'm furiously writing notes.

Adeesh: (Laughs). I hope- I hope I'm not ... I'm making some sense. But, yeah, um.

Jerry: You're making complete sense.

[00:30:00] Um, I want to- I want to pursue some lines of inquiry with you.

Adeesh: Okay.

Jerry: You mentioned the word stability or it's opposite several times. What is stability?

Adeesh: The notion with which I use the word stability is the financial stability- stability. Um, which ...

[00:30:30]

Jerry: How does it manifest?

Adeesh: Um, making choices on anything and everything that one does, um, in terms of what you can provide for the family, for self, um, and the lack of it.

Jerry: And the lack of ...

[00:31:00]

Adeesh: Of having the resources ... just ... Yeah, we can count on you cutting down, we could.

Jerry: So- so stability means having lots of resources?

Adeesh: When you say ... (Laughs) I want to say lots, but e- enough that we don't have to think about where we go about or if you take a holiday or not. Um ...

[00:31:30]

Jerry: So- so if- if- if- if you were a stable provider, what feeling would- would exist within the family unit or what feelings would exist in the family unit?

Adeesh: One ... it would feel more the- the- the- there are choices that one can provide for Vihaan. Um, Linda, that's my wife, could also not have to completely just work to- to provide for the family and have, uh, at least, uh, to- to provide for herself, whatever she wants to do. Um, sense of responsibility that, ah ... And- and also we're not talking

[00:32:30] about, oh, yeah, we need to have an extravagant life. It's just not having to think through each time we do this, we do that. Uh ...

Jerry: Is it- is it too much of a stretch to say that when you say the words, not having to think through, perhaps a parallel expression would be to not have to worry?

Adeesh: Correct.

Jerry: Okay. So, stability means not worrying?

Adeesh: Yeah.

[00:33:00]

Jerry: It means ... if I'm hearing you right, it means making choices. Hey, honey, do you want to go out to dinner? Sure. And not worrying about spending the money to go out to dinner.

Adeesh: Right.

Jerry: So stability means there's money in the bank, and that there are choices that you can make. And then there are these other vectors that are equally important.

Adeesh: True.

Jerry: You're hearing this, right?

Adeesh: Yes.

[00:33:30]

Jerry: And, so one of those vectors is meaning and purpose.

Adeesh: Mm-hmm (affirmative).

Jerry: And another vector is, um, flexibility. You didn't use that word often, but when you did you came alive when you talked about flexibility. And there you are again, smiling again. Because you like that word, flexibility.

Adeesh: Yeah.

[00:34:00]

Jerry: I love- I love having my choices.

Adeesh: I love having ... uh, yeah. Yes.

May I ask you something once, Jerry? Am I- am I [inaudible 00:34:07]

Jerry: So that's an interesting question, 'cause there's a little voice ... I'm imagining this is so. Tell me if I'm wrong. There's a little voice that just popped in your head that said, I must be asking too much.

Adeesh: Yeah.

Jerry: Okay. So, but what you're ... what I think you're asking for is stability and flexibility.
[00:34:30] What you're asking for is freedom from worry and freedom.

Adeesh: Yes. Yes.

Jerry: All right.

Adeesh: And yes.

Jerry: And that if one can live a life that is free from worry and free, one can then live one's
[00:35:00] life manifesting one's inner purpose, um, with a sense of, um, groundedness within oneself.

Have I- have I just named the thing that you're looking for?

Adeesh: Yes.

Jerry: By the way, these attributes that we just described, this is part of who Adeesh is. A
[00:35:30] provider who is flexible. See there's almost- there's almost a rebel inside of you that says, fuck this shit. I am not going to be trapped at this desk forever.

Adeesh: (Laughs). Yes.

Jerry: Right?

Yet there- there is an enormous amount of pride when you held up your five years certificate of achievement from Medtronic. Five years, look, I stayed in place for five years.

[00:36:00]

Adeesh: Yes, this is the only place I stayed for five years (laughs).

Jerry: Yeah. Yeah. Yeah.

So, notice this conflict that exists within you, and notice there is that voice again. Jerry-am-I-asking-too-much voice. No, yeah, that's the only place I stayed for five years. You hear- you hear the birating voice that comes in?

Adeesh: Mm-hmm (affirmative).

[00:36:30]

Jerry: Very quickly, you're asking too much. Now, here ... I'm gonna- I'm gonna go out on a limb here. Okay? And because we're all recording the audio, folks don't see it. I'm wagging my finger at you. Adeesh, you're 40. It's time to grow up.

Adeesh: (Laughs).

Jerry: Have you heard that voice in your head?

Adeesh: Yes.

Jerry: Okay. But I don't want to grow up.

But it's time to grow up.

[00:37:00] Providers grow up. right? Provides stability. Providers provide for their family.

[00:37:30] I'm slowing down, because the weight of that is heavy. And as we step into our lives, the guilt comes up. Have I asked for too much of this world? Freedom from worry and freedom.

Adeesh: Yeah.

Jerry: Let me ask you, my friend. You- you were born in India, yes?

Adeesh: Yes.

[00:38:00]

Jerry: And you made a comment earlier on you said, my father ... describing my dad, you said, "Starting at the bottom." What was the bottom that Dad started at?

Adeesh: Oh, he started as an engineer in a company and then, um ...

Jerry: And what did- what did his father do?

Adeesh: He was a doctor in the army.

Jerry: And what did his father do?

Adeesh: I don't know.

Jerry: Okay.

[00:38:30] I ask because often times the belief structures that are implicit here, like there's a belief structure that you're operating with, which is, you have to choose freedom from worry or freedom.

Adeesh: Yeah.

Jerry: Those belief structures ... how- how old is your son?

[00:39:00]

Adeesh: Four and a half. Actually 21-year-old, but four and a half (laughs).

[00:39:30]

Okay. So, your ch- ... we're not born with those belief structures. These are things that we learn. And the ... there are choices that one has to make. One has to ... I- I used to say, when I was turning 40, that I finally had to reconcile the fact that I wasn't going to play center field for the Yankees. I wasn't going to be magically discovered. Especially since I never baseball in my life, but I wasn't going to be magically discovered and play. And then [inaudible 00:39:40] like I had to recognize that there were certain limitations that existed in the world.

Adeesh: Mm-hmm (affirmative).

Jerry:

[00:40:00]

But the belief system that the choice between freedom from worry and freedom, that's what, uh, the poet William Blake would call, it's a mind forged manacle. Mind forged manacle. That doesn't mean that you can just magically manifest, like bitcoin, everywhere, right? Here's some [etheria 00:40:15].

Adeesh: Yeah.

Jerry: It doesn't work that way.

[00:40:30]

On the other hand, all of the shame and all of the guilt that forces you into these limiting boxes, that feels mind created. And often times those limiting beliefs go- go back to multiple generations. How did grandfather end up in the army? Right? How did he end up as a doctor?

Jerry: So your grandfather was actually part of the colonial army?

Adeesh: Correct. So he would go off to, during the wars, and treat the soldiers.

Jerry: Mm-hmm (affirmative). I thank him for his service.

Adeesh: Thanks.

[00:41:30]

Jerry: I'd just like to recognize the historical elements that exist when we are working in these realms. 'Cause they are ... those- those ghosts haunt us. They come forward.

Your grandfather, your father's father, I'm imagining, broke ground. And I'm imagining that your father charted new territory.

Adeesh: Mm-hmm (affirmative).

[00:42:00]

Jerry: And, here we are with a son who is also in his own way trying to break new territory, because he's trying to marry both freedom from worry and freedom in a way that your grandfather may not have been able to do, and your father may not have been able to do, so that your children will be able to live that through.

Adeesh: Yeah.

[00:42:30]

Jerry: But there's this- there's this- this construct that, um, I think you're still grappling with, which is I have to figure all this out so that Linda and I don't worry anymore.

May I ask you? What does Linda tell you?

[00:43:00]

Adeesh: Just ... she hasn't said much. I mean, she- she's ... she accepts. Said okay, what next? I'll figure it out. Um, yeah. She's been- she's been silently supporting it.

Jerry: Is she seething? Is she angry?

Adeesh: No.

Jerry: Is she scared?

[00:43:30]

Adeesh: A little, possibly.

Jerry: Mm-hmm (affirmative).

And how does she feel about you?

Adeesh: She- she wants me to have that freedom. She wants me to be happy, um, in what I do.

[00:44:00] She's ... she knows I want to- I want to help the family. In the past ... while lest Medtronic was ... because the financial crisis impacted her in the U.S. She's sitting home for two years after sometime got into her confidence, and while she was on holiday, I decided to quit, but she couldn't influence my decision.

Jerry: (Laughs).

[00:44:30]

Adeesh:

[inaudible 00:44:22] Um, and, um, we just moved the bags back to Singapore, which is where she's from. Um, she- she knows that- that I can't change these decisions, uh, sometimes they're a little rash, but, um ... and that wasn't the only reason to come back, but- but that was one of the big factors. Um, she wants me to be happy because, yeah, um, she doesn't say, hey, obviously happy (laughs).

Jerry: Hmm.

[00:45:00]

Adeesh: Uh, find something that you'd- you'd enjoy, um.

Jerry: Mm-hmm (affirmative). Mm-hmm (affirmative).

Adeesh: Because when you'll be happy, we're happy (laughs). Everyone is going to be happy.

Jerry: Mm-hmm (affirmative).

Adeesh: And I know that. I've seen when I'm not happy, how I react at home, and that's bullshit. I shouldn't be doing that.

Jerry: Mm-hmm (affirmative).

And what does your younger son want?

Adeesh: He just wants dad to play. That so ...

[00:45:30]

Jerry: Papa, right? Papa.

Adeesh: Yep. Yep.

Yeah. He's got it hard, Jerry. I have to say. He's got it hard, I mean he- he's- he's a fighter. Uh, he showed that in early this year, um ...

Jerry: Mm-hmm (affirmative).

Adeesh: When, uh, ... yeah, um ... digressing here, but the kid decided to learn swimming from a coach who's fairly strict. He's four. Vihaan is four and, um, the first two classes he was not happy, because the coach was extremely strict. And the coach had told us, you know, just let it be. Uh, you know, just keep your eyes on yours close. By the third class Vihaan said, dad, come back home early so that you can take me for practice, because I want to impress the coach. In class number 12, he swam five laps.

[00:46:00]

Jerry: Mm-hmm (affirmative).

Adeesh: Shocking the coach and everybody else. He's four now ...

Jerry: Really?

Adeesh: [inaudible 00:46:17] It doesn't matter. He- he took it upon himself, so he's got heart. And, um, so it goes back. Would it provide him that option, he can use that heart to do whatever he wants to do. Um, and- and I go back to Dad. Dad- Dad used that same dialogue on me and said, listen, you're not asking for help, but what if Vihaan asks you for help? Would you help him or not? I'm like, absolutely. What kind of question is that? And he's like, so, why the hell are you not asking me for help? (Laughs). Yeah, he's got a way [inaudible 00:46:51], (laughs) so yeah.

Jerry: I like your dad.

Adeesh: I love him, too.

Jerry: Mm.

[00:47:00] Where did ... it's Vihaan is his name?

Adeesh: Yes. Yes.

Jerry: Where did he get this heart from? Did he go to the store and buy it?

Adeesh: No, he got it from Linda and me.

Jerry: Hmm.

[00:47:30] And does he know who he is? No, but- but think about V- Vihaan, does he- does he have a connection to an inner sense of, what do I want? Okay? Think about him stamping his feet. No, Dad, I want to go early.

Adeesh: Yep.

Jerry: Where did he get that ability from?

Adeesh: From one of us or skipped a gene and from somebody else (laughs) in the family.

Jerry: Yeah, skipped a gene. Yeah. Yeah. Skipped a gene.

Adeesh: Hoping it's one of us, but ... (laughs).

Jerry: Yeah, I have a feeling it's ... I- I have a feeling it's a combination of the two of you, [00:48:00] 'cause you both strike me as adventurous, desirous of taking care of the family. 'Cause if Linda were here she'd say, well, I want to take care of my husband and child. She'd say, I want to take care of my family, wouldn't she?

Adeesh: Mm-hmm (affirmative). She is.

Jerry: [00:48:30] So, rather than asking yourself a question, what is my strength and therefore what should I do? What if the inquiry was, instead, what is the source of my strength, and how can I use that to marry these seemingly contradictory wishes that I have?

Adeesh: Hmm.

Jerry: Where did you learn that it's important to stay connected to yourself, because you didn't learn that from Reboot.

Adeesh: (Laughs).

[00:49:00]

Jerry: You- you indulged it by listening to the podcast. Where did you learn this?

Adeesh: Where did I learn that? I don't know if I learned that. I just realized, um, I just need to be with him, um ...

Jerry: [00:49:30] Right. But where did you learn, for example, that you could apply at Medtronic even though you don't have any background in medical devices, and be reasonably successful there? Where did you learn to do that? What is the source of that strength?

Adeesh: I don't know what that source is, Jerry. I don't know.

Jerry: Mm-hmm (affirmative).

[00:50:00] I think that the inquiry process for you is around how does one go about asking one's self: Who am I? I think that's too large a question.

Jerry: [00:50:30] I think the question is what am I made of? What are the- what are the aspects of me? And- and how do those aspects come together in ways that I am proud of and ways that hold me back. All right, so, an aspect of you is the belief system that freedom from worry and freedom from want are contradictory and cannot coexist. And yet there's a rebellious side of you that says, ah, ah, ah, I don't believe that. I got to figure out how to make those two work.

[00:51:00] There's an aspect of you that's adventurous. I'm new. I don't know how to read a balance sheet, so I'm going to go to the University of Michigan, was it?

Adeesh: Uh, for- for business school, yes, but the- the first inst- ...

Jerry: Yeah.

Adeesh: In Singapore to do real estate finance.

Jerry: Right. Right. Right.

[00:51:30] My wife is going through her own implication from a financial crisis, so we're going to move to Singapore where life is a little bit different and maybe even a little bit easier for us. And I'm going to take a risk. And I am going to be a father in a way that's going to give honor to my father. But for being there for my son. I'm going to be papa.

[00:52:00] These are all aspects of Adeesh. These are all parts of you. And embedded in all of the parts of you are both your strengths and your weaknesses. You've listened enough to dis- ... to the podcast to know that I often use the term superpower.

Adeesh: Right.

Jerry: And what I often say about superpowers is that ... and Marvel Comics taught us well about this; right? Superpowers have a positive side and a negative side.

Adeesh: Mm-hmm (affirmative).

Jerry: One of your superpowers is your adventurous side. The negative side of that is that it can inculcate a sense of groundless state. It's not even a negative side. It's just a consequence of it. It can create that. And so that needs to be looked at, not with shame or guilt, but just with a clarity. Okay, so, how- how is it that I can reconcile these different pieces of me, and what are the choices that I can make going forward accepting the totality of me? Instead of living with a finger wagging saying, come on, now. It's time to grow up and be a man.

[00:53:00] So, what I'm laying out here isn't an answer to your question.

Adeesh: No.

Jerry: But- but I think what it is is a path to the answer to your question. And in some ways were I to simply answer your question, I would be infantilizing you. It ... I think it's better to call forth your capacity to have your own path. And then allow you to walk on that path.

Adeesh: Yep.

[00:54:00]

Jerry: You've demonstrated time and time again in your life your various small and large superpowers. Rely on them.

Adeesh: You see something I'm- I'm struggling to see.

[00:54:30] What is it that you, what do you hear me seeing? What do you hear- hear me noting?

Adeesh: You mentioned small and large superpowers.

Jerry: Sure, your adventuresomeness.

Adeesh: (Laughs).

Jerry: Your willingness to get on an airplane and fly halfway around the world and start a new life. Not just once ...

Adeesh: Yeah.

Jerry: First you went to Singapore, then you went to the United States, then you went back to Singapore. There are people who won't leave a city block from where they were born. That's a superpower. Your ability to walk away from architecture.

[00:55:00]
[00:55:30] See you want to see all of these things as a source of instability and brokenness. And I see the strength inside of them, the courage. Your father sees it. Your wife sees it. Your son can't put words to it, but he manifests it. No, dad, I'm going to swim 5 laps. I'm four and a half.

[00:56:00] Does this have any resonance what I'm describing?

Adeesh: Yeah, Jerry.

Jerry: So there's this man I know whose grandfather was a doctor in the army. And his father, unexpectedly became an engineer and did fairly well. And there's a superpower that exists in that patriarchal line of men who go one step outside of it. That's a superpower. That's a strength, but not in a Myers-Briggs and [Sussman 00:56:57] kind of strength.

Adeesh: Right (laughs).

[00:57:00] Jerry: It's a courage. It's a curiosity. It's freedom. So, how do we hold onto that while creating a means? Let- let me remind you of a guy who once applied for, really against all odds, and then got a job at one of the most well-run companies in the world, Medtronic.

[00:57:30] How did he do that? Who is that guy? Oh, that guy.

Adeesh: That guy didn't feel any ... because of the risks ...

Jerry: Right.

Adeesh: To make [inaudible 00:57:43] just in his mind so he was being himself. I think that's ...

Jerry: Oh, is that who he was? He was being himself.

Adeesh: (Laughs).

Jerry: Jerry, who am I? Oh, right, that guy.

Is that guy still alive?[crosstalk 00:58:00]

[00:58:00]

Adeesh: It was freedom from worry, Jerry, that allowed me to be ...

Jerry: Successful.

Adeesh: Yeah.

Jerry: Not only did it allow you to have the freedom of choice, which is what you want ...

Adeesh: Right.

Jerry: There you were. You lived it. You proved it. You can be free from worry and able to make the choices.

[00:58:30] But now, Jerry, you don't understand the risks. The risks ... oh, okay.

Courage- courage doesn't exist without risk, otherwise it's not courage.

Adeesh: Right. That I will take with me.

Jerry: I don't know the choices that you should make.

Adeesh: Sure.

[00:59:00]

Jerry: I don't know that anybody knows the choices you should make. But I would call forth what is already evident in your life, which is your strength, your curiosity, your laughter, your smile, your self awareness, your vulnerability, your heart, courage.

[00:59:30] I know that if you make choices from that place, regardless of how they turn out, you're going to feel all right.

I hope this was helpful.

Adeesh: This has been incredibly helpful, Jerry.

Jerry: Mm-hmm (affirmative).

[01:00:00]

Adeesh:

Thank you. Thank you, firstly, for a stranger to just reach out. Dan, and this is the humor in me, but a Buckeye helping a Wolverine out ...

Jerry: (Laughs).

Adeesh: And I believe there's a Wolverine on the Reboot team so that kind of balance it off.

Jerry: (Laughs).

Adeesh: Just providing resources, because I can see myself in the last two months the questions have changed and, yeah. And then thanks to you, your journey and all of this other part and this is a part I want to take and not just jump to something.
[01:00:30]

Jerry: Yeah.

Adeesh: And then look back and say, why didn't I?

Jerry: Well, you are doing the good work, and it doesn't surprise me that you're doing the good work. This is the work you're called to do in this moment at 40, so. Thank you for your courage. Thank you for your heart. Thank you for showing up as you did.